United Nations A/62/855

General Assembly

Distr.: General
5 June 2008

Original: English

Sixty-second session
Agenda item 140
Administrative and budgetary aspects of the financing of the United Nations peacekeeping operations

Financial performance report for the period from 1 July 2006 to 30 June 2007 and proposed budget for the support account for peacekeeping operations for the period from 1 July 2008 to 30 June 2009

Report of the Advisory Committee on Administrative and Budgetary Questions

Appropriation 2006/07	$189,071,400
Expenditure 2006/07	$177,695,400
Unencumbered balance	$11,322,000
Appropriation 2007/08	$230,509,900
Expenditure as at 30 April 2008*	$166,324,509
Proposal by the Secretary-General 2008/09 (A/62/783)	$287,651,700
Additional resources proposed relating to the Office of Military Affairs (A/62/752)	$6,399,600
Total proposed resources for 2008/09 (A/62/783 and A/62/752)	$294,051,300

* See annex II.

08-36735 (E) 090608

I. Introduction

1. **The recommendations of the Advisory Committee on Administrative and Budgetary Questions would entail a reduction in the proposed budget for the support account for the period from 1 July 2008 to 30 June 2009. The reasons for this are contained in paragraphs 36 to 171 below. The Advisory Committee also makes a number of observations and recommendations with regard to the administration and management of the resources of the support account for peacekeeping operations and areas of possible savings.**

2. The Advisory Committee's general report on administrative and budgetary aspects of peacekeeping operations (A/62/781) contains its views and recommendations on a number of cross-cutting issues (see also A/62/823). Consequently, in the paragraphs below, the Committee deals only with resources and other items that relate to the support account for peacekeeping operations.

3. The Advisory Committee recalls that the General Assembly, in paragraph 66 of its resolution 61/279, requested the Secretary-General to submit a preliminary report on the status of implementation of the resolution at the second part of its resumed sixty-second session. In paragraph 64, the Assembly also requested the Secretary-General to submit, at the same time, a comprehensive analysis of the Office of Military Affairs, taking into account the results of the upcoming report on the Strategic Military Cell and the lessons learned from the first period of the expansion of the Office of Military Affairs, including its interactions with the integrated operational teams and other offices of the Secretariat, so that it may review and further strengthen the functions of the Office.

4. The Advisory Committee's comments and observations on the Secretary-General's report on the status of implementation of resolution 61/279 (see A/62/741) are contained in section II of the present report. Section III contains the Committee's observations and recommendations on the financial performance report on the budget for the support account for the period from 1 July 2006 to 30 June 2007 and on the proposed budget for the period from 1 July 2008 to 30 June 2009, including the Secretary-General's proposals contained in his report on the comprehensive analysis of the Office of Military Affairs (A/62/752).

5. The documents used by the Advisory Committee in its consideration of the proposed budget for the support account are listed at the end of the present report.

II. Preliminary report on the status of implementation of General Assembly resolution 61/279 on strengthening the capacity of the United Nations to manage and sustain peacekeeping operations (A/62/741)

6. The report of the Secretary-General (A/62/741) was submitted in compliance with the request of the General Assembly contained in paragraph 66 of its resolution 61/279 for a preliminary report, to be presented to the Assembly at the second part of its resumed sixty-second session, on the status of implementation of the resolution. The report reviews progress in the restructuring of the Department of Peacekeeping Operations, including the establishment of the Department of Field Support, and the initial impact of the restructuring, as well as future challenges. A

comprehensive report on the restructuring process is to be submitted during the second part of the resumed sixty-third session.

7. The Advisory Committee recognizes that the Secretary-General's report is an interim report; however, it is disappointing that it provides little concrete information on lessons learned and efficiency gains realized through the implementation of concepts contained in his original report on restructuring of peacekeeping operations (A/61/858). The Committee understands that it is still early in the restructuring process and that the situation continues to evolve. Nevertheless, the Committee would have expected more transparency on the part of the Secretariat in describing both the progress achieved thus far and the problems confronted in the implementation of the restructuring. Moreover, the Committee reiterates that it recognizes the importance of integrated approaches to help multiple actors address complex problems in a coherent manner (see A/61/937, para. 22).

8. Furthermore, the Advisory Committee recalls paragraph 9 of its report of 1 June 2007 (A/61/937), in which it considered that

> **"the proposed new organizational structure may present some major management challenges. Among these are the potential complications regarding chain of command, accountability, coordination and maintenance of an adequate system of checks and balances that may arise from the unusual arrangement of having one head of department (the Department of Field Support) report to and take direction from the other (the Department of Peacekeeping Operations)".**

The interim report does not offer an adequate explanation of how those challenges have been met. In addition, the report does little to allay the Committee's concern, as expressed in paragraph 10 of the same report, regarding the possibility that an additional bureaucratic layer will need to be created to deal solely with coordination between the relevant departments. In that connection, the Committee reiterates its opinion that structural change is no substitute for managerial improvement (see A/61/937, para. 14).

9. The Advisory Committee also points out that no mention is made in the report of support for special political missions or coordination with the Department of Political Affairs despite the fact that the Committee had commented on that as an obvious lacuna in the original restructuring proposal (see A/61/937, para. 16).

10. The observations of the Advisory Committee in the paragraphs below are intended to provide guidance concerning issues that it believes require further exploration. Those issues, as well as the ones referred to above, should be addressed in the comprehensive report to be submitted to the General Assembly during the second part of its resumed sixty-third session. The comprehensive report should also demonstrate in a clear and concrete manner the improvements that the restructuring has brought in ensuring efficiency and effectiveness in support to peacekeeping operations and special political missions, and demonstrate that arrangements for coordination among the relevant departments is effective. With respect to coordination between the Department of Peacekeeping Operations and the Department of Field Support,

an assessment should also be made of the effectiveness of the Chief of Staff function.

Recruitment and senior appointments

11. Upon enquiry, the Advisory Committee was informed that, as of 22 May 2008, selections had been completed for 117 of the 152 new posts authorized by the General Assembly and that 87 of those selected had taken up their appointments. In many of the remaining cases, functions were being performed by temporary staff pending the arrival of selected individuals. **While the Committee welcomes that progress, it notes with concern the delays in the selection and appointment of the senior leadership of the Department of Field Support.** The post of Under-Secretary-General for Field Support remained vacant until 5 May 2008, when the new Under-Secretary-General assumed her duties. It is expected that the Assistant Secretary-General for Field Support, who has been acting as Officer-in-Charge, will leave the Department in the coming months. The Committee was informed that it was still unclear what the division of labour would be between the Under-Secretary-General and the Assistant Secretary-General for Field Support, but it was anticipated that one would concentrate on policy guidance issues, while the other would handle operational matters. The Committee was also informed that the two new posts at the D-2 level in the Department (the Director of the Field Budget Finance Division and the Director of the Field Personnel Division) had been filled by existing staff in the Department, leaving two D-1 posts vacant. Moreover, the post of Chief of Staff of the Department of Peacekeeping Operations had just become vacant, as the incumbent had been named to a post outside the Department. Furthermore, the Under-Secretary-General for Peacekeeping Operations was also scheduled to leave the Organization within the next few months. **It therefore seems that the senior management of the Department of Field Support and the Department of Peacekeeping Operations will consist almost entirely of new appointees. In the Committee's view, that is likely to have a major impact on the performance of the two Departments, in particular at the early stages of the implementation of the restructuring. The Committee considers it essential that the two Departments begin to have some stability in their personnel structure. The Committee therefore urges the Secretary-General, in future, to manage the sequence of staffing changes, in particular for senior positions, in a phased manner so as to ensure continuity and minimize detrimental effects on the performance of the Departments.**

Integrated operational teams

12. The Advisory Committee notes from paragraphs 28 to 30 of the report (A/62/741) that at the time of writing of the Secretary-General's report, the formation of integrated operational teams had not yet progressed very far, with only the team for Darfur complete. Upon enquiry, the Committee was informed that the Europe and Latin America Division Team and the Great Lakes Team were now functioning and that the two sub-teams of the Asia and Middle East Division were also operational. The Secretariat's projection is that the remaining teams would be fully established by June or July, depending on the arrival and induction of specialist officers already under recruitment. In paragraph 28 of the report, it is indicated that six teams are to be launched following two different models: one consisting of dedicated teams of political, military, police and support specialists, as

was to be the case for the two Africa Divisions and the Europe and Latin America Division, and the other comprising two sub-teams of political specialists, which share the police, military and support specialists, as is the case for the Asia and Middle East Division. Upon enquiry, the Committee was informed that it had been decided that the Africa II Division should follow the second model. In both models, thematic advisers will support or participate in the teams, when necessary. Upon request, the Committee was provided with organization charts showing the proposed structure of the integrated operational teams (see annex I). The Committee was informed that the parent units decided which staff participated in the teams and could rotate staff in and out of them as they deemed appropriate.

13. The Advisory Committee notes the statement in paragraph 30 of the interim report that "the potential of the integrated operational teams has been evident in the case of the Darfur team, which has proved to be a more effective, efficient and responsive mechanism for strategic guidance and management support for the African Union-United Nations Hybrid Operation in Darfur (UNAMID) than previous arrangements". The Committee also notes that the integrated operational teams are standing structures based in the Office of Operations, contrary to what the Committee has recommended (see A/61/937, para. 62). The Committee was informed that specialists were recruited by their parent office, where the staff costs were charged, yet travel and related support costs were vested in the Office of Operations. The Committee was also informed that the specialists were supervised and appraised by the Office of Operations. **The Committee is concerned at the lack of budgetary transparency of that arrangement. It expects that the comprehensive report to be submitted to the General Assembly at its sixty-third session will contain a full analysis of the effectiveness of the integrated operational teams in supporting peacekeeping operations.**

Role of the Deputy Secretary-General

14. In paragraph 18 of its resolution 61/279, the General Assembly requested that the role and duties of the Deputy Secretary-General in the reform be explicitly defined. In compliance with that request, the Secretary-General notes in paragraph 55 of his report (A/62/741) that the Deputy Secretary-General is the Chairman of the Management Committee, which is the primary mechanism to ensure effective coordination, consideration and approval of internal reform and cross-cutting management matters. He further states that the Deputy Secretary-General uses the Management Committee to coordinate and provide guidance on peacekeeping-related management issues. **The Advisory Committee stresses that it is important that the coordination role entrusted to the Deputy Secretary-General be fully realized. The Committee therefore recommends that the Secretary-General provide further clarification of the role and responsibilities of the Deputy Secretary-General with respect to the reform in the comprehensive report to be submitted to the Assembly at its sixty-third session.**

Human resources management

15. The Advisory Committee notes the efficiency and productivity gains cited by the Secretary-General in the area of human resources management, including an increase in the deployment of staff members by more than 50 per cent and a reduction in overall vacancy rates (see A/62/741, para. 59). The Secretary-General refers to progress in a number of areas, including: (a) the introduction of

occupational group managers with expertise and experience in the areas in which recruitment is under way, which should make possible more target outreach and recruitment efforts; (b) the implementation of human resources action plans in the field, which is expected to enhance human resources planning and self-monitoring, delineate roles, responsibilities and accountabilities for human resources management in the field; and (c) clearance of the backlog in the processing of staff selections regarding movements to a higher level under the enhanced delegation of authority given to the Department of Field Support.

16. The Advisory Committee recalls that the Secretary-General's original proposal for restructuring envisaged substantial delegation of authority from the Department of Management to the Department of Field Support in the area of human resources management. **The interim report, however, does not provide a clear indication of the specific delegations of authority involved. The comprehensive report should provide details concerning the division of labour between the Department of Management and the Department of Field Support in the area of human resources management, and associated accountabilities, as well as evidence of the improvements such delegations have enabled. The Committee has commented on that issue in its general report on peacekeeping operations (see A/62/781, para. 34).**

17. Upon enquiry concerning how the roster of candidates for mission leadership posts functioned (see A/62/741, para. 54), the Advisory Committee was informed that candidates had been sourced from a range of internal and external partners, including relevant areas of the United Nations system, as well as direct nominations from Member States, recommendations from international governmental and non-governmental organizations and self-nominations by interested individuals. In addition, the senior mission leadership course continued to be a mechanism to support the identification of external candidates for inclusion on the roster. The Committee was further informed that the roster was intended to be as inclusive as possible, while avoiding duplication with other rosters maintained by the Department of Field Support. There was currently no limit to the number of candidates who might be included, or any expiration date for their consideration. **In the Committee's view, the contribution that the roster of candidates for mission leadership posts can make to facilitating recruitment will be limited unless clear procedures are established for the development and management of the roster. The forthcoming review of human resources management issues during the sixty-third session of the General Assembly should provide an opportunity to examine all the issues associated with the use of rosters in peacekeeping.**

Procurement

18. The Advisory Committee notes, as indicated in paragraph 61 of the report (A/62/741), that continued discussions are under way between the Department of Field Support and the Department of Management on ways to ensure timely and effective procurement support to the field, including through closer involvement of procurement staff in the planning process, programme delivery and contract oversight, as well as further action to better align responsibility, accountability and authority for field procurement. The Committee recalls that, pursuant to General Assembly resolution 61/246, a report of the Secretary-General on procurement governance was to be submitted for the consideration of the Assembly at the second part of its resumed sixty-second session and that the Assembly, in its

resolution 61/279, decided to revert to proposals regarding procurement following submission of that report. The Committee notes that the report on procurement governance requested in resolution 61/246 is still outstanding.

Evolution of the support account

19. The General Assembly, in paragraph 32 of its resolution 61/279, reiterated its request to the Secretary-General to submit to it the findings of a comprehensive analysis of the evolution of the support account. The Advisory Committee notes from paragraphs 66 to 70 of the report of the Secretary-General (A/62/741) that a preliminary external study had been undertaken but that the findings did not include any new approach to the determination of support account staffing requirements. The Secretary-General further asserts that it will be necessary to revisit the issue in the light of the structural and functional changes within the Department of Peacekeeping Operations and the Department of Field Support and that the requested report would be submitted to the Assembly at its sixty-third session. The Board of Auditors commented on that matter in its report on United Nations peacekeeping operations for the 12-month period from 1 July 2006 to 30 June 2007 (see A/62/5 (Vol. II), chap. II, paras. 58-72). The Advisory Committee notes from the report of the Board that the Administration had agreed, in the light of changing circumstances and needs, that it would revisit the provisions of the report of the Secretary-General on the support account contained in document A/45/493 to determine which criteria may hamper the efficient management of the account. The Committee commented on that matter in its related report (see A/62/823, paras. 10-12).

20. **The Advisory Committee is concerned by the increases in the support account year after year. The "surge" in peacekeeping activities was used as a rationale for increasing support account resources in the context of the peacekeeping restructuring proposal, which was approved just 11 months ago. The Committee observes that, in the budget proposal for the support account for 2008/09, the Secretary-General has again sought to justify many of the requests for additional resources in the context of the surge in peacekeeping and the establishment of new missions, in particular UNAMID and the United Nations Mission in the Central African Republic and Chad (MINURCAT). The Committee points out that, while peacekeeping activities have increased in recent years, there is no reason to assume that the growth in peacekeeping activities will continue indefinitely, or that the growth in the support account should directly correlate with the growth in peacekeeping activities. In the Committee's view, such considerations underscore the need for the comprehensive analysis of the evolution of the support account, as requested by the General Assembly.**

21. **The Advisory Committee therefore urges the Secretary-General to complete the comprehensive analysis of the evolution of the support account in time for its consideration together with the next budget proposal for the support account. The Committee requests that the report include an analysis of the relationship between peacekeeping activity and the capacity at Headquarters involved in backstopping peacekeeping activities, as well as the division of labour between the relevant Headquarters functions funded by the support account and the corresponding functions in the field and the efficiency and effectiveness of the work processes linking them.**

22. **The Advisory Committee requests that, in order to enable the Committee to analyse the Secretary-General's proposals and for the General Assembly to take a fully informed decision, future budget proposals provide more complete information on the existing capacity devoted to the function for which the additional capacity is requested.**

Other issues

23. A number of issues are merely touched upon in the Secretary-General's report. Among them are efforts towards the development of common doctrine, policies and business processes for the two Departments (see A/62/741, paras. 33 and 34); the development and conduct of training programmes (see para. 37); the joint development by the two Departments of an evaluation mechanism with key performance indicators (see paras. 38 and 48) and the consolidation of existing police, justice, corrections, mine action, disarmament, demobilization and reintegration sectors, as well as a new security sector reform capacity, in the Office of the Rule of Law and Security Institutions (see paras. 44-46). **The Advisory Committee notes those efforts and expects that further details will be provided in the forthcoming comprehensive report.**

24. The Advisory Committee notes the comment of the Secretary-General in paragraph 82 of his report (A/62/741) that "given the growth, dynamism and increasing complexity of United Nations peacekeeping and the environment in which it operates, further reforms of the Secretariat will undoubtedly be required". **While always open to improvements, the Committee recognizes the necessity for a period of consolidation of recent changes in order to allow for an assessment of the usefulness of those changes in terms of improved efficiency and effectiveness and optimal utilization of existing resources.**

III. Support account for peacekeeping operations

A. Financial performance report for the period from 1 July 2006 to 30 June 2007

25. The Advisory Committee recalls that the total support account resources for post and non-post requirements, approved for the period from 1 July 2006 to 30 June 2007, amounted to $189,071,400 gross ($170,885,300 net), including a total establishment of 822 temporary posts (see General Assembly resolutions 60/268, 60/283, 61/244, 61/246 and 61/250 A).

26. As indicated in the report of the Secretary-General (A/62/766), the expenditures for the period amounted to $177,696,400 gross ($159,460,900 net), resulting in an unencumbered balance of $11,322,000 gross ($11,434,400 net), or 6.0 per cent in gross terms of the approved resources for the period. A summary of resource performance by category and the related explanation is provided in the report (see table 1 and paras. 10-16). The average vacancy rates for the reporting period were 8.9 per cent for Professional and 4.5 per cent for General Service posts.

27. The Advisory Committee notes that the unencumbered balance was essentially attributable to underexpenditures in respect of non-post resources as follows:

(a) General temporary assistance ($8,325,000), owing to:

- The conversion of 20 general temporary assistance positions to posts in the Department of Management, pursuant to resolution 61/246 on procurement reform, combined with recruitment delays of approved positions and the postponement of recruitment of technical and project staff in view of delays in the implementation of information technology projects
- Higher than budgeted vacancy rates of general temporary assistance staff in the Office of Internal Oversight Services
- Recruitment delays in the Department of Peacekeeping Operations
- The conversion of four general temporary assistance positions to posts in the Department of Legal Affairs;

(b) Official travel ($1,458,900), in view of:

- The reprioritization of the travel programme in the Department of Peacekeeping Operations owing to staff involvement in the elaboration of the strengthening proposals of the Secretary-General; non-utilization of budgeted resources for the Police Division, owing to recruitment delays and involvement of its staff in assistance required for the United Nations Mission in the Sudan (UNMIS) in support of the operation in Darfur and the planned mission in the Central African Republic and Chad, the expansion of the United Nations Interim Force in Lebanon (UNIFIL) and the reprioritization of the travel plans of the Military Division
- The consolidation of training-related travel into one programme (instead of the two originally planned) and the postponement of a retreat for investigators, in view of the submission of proposals for restructuring the Investigations Division, in the Office of Internal Oversight Services;

(c) Information technology ($2,994,200), owing to:

- Delays in the procurement process for the acquisition of the rations management system in the Department of Peacekeeping Operations
- Deferral of the enterprise budgeting application in the Department of Management (Peacekeeping Financing Division) owing to the need to re-bid the requirements.

28. The underexpenditures were offset by additional requirements in respect of:

(a) Posts ($2,901,300), owing to:

- The conversion of general temporary assistance positions to posts in the Department of Management and the Office of Legal Affairs, as indicated in paragraph 27 (a) above
- The absorption of expenditures related to the after-service health insurance programme of retirees in the Department of Management;

(b) Communications ($108,600), owing to the increase in communications traffic between Headquarters and field missions and the related increase in commercial charges;

(c) Medical expenses ($409,000), in view of the need to replace old equipment.

29. The Advisory Committee's comments on the information contained in the performance report on individual objects of expenditure can be found, where relevant, in the discussion of the proposed budget for the period from 1 July 2008 to 30 June 2009 in section III below.

30. The Advisory Committee notes that section IV of the Secretary-General's report (A/62/766) refers to funding shortfalls of the support account for 2006/07 and 2007/08. The Committee notes that the reason for the deficit is the incorrect application to the financing of the requirements related to both periods of the excess balances available in the Peacekeeping Reserve Fund for the periods ended 30 June 2004 and 30 June 2005. The reported deficit amounts to $13,790,000 for 2006/07 and $2,014,000 for 2007/08 (see paras. 63-68).

31. The Secretary-General's proposals for regularizing the shortfall for the financing of the support account for both periods is contained in paragraphs 71 and 72 of his report. The proposals include utilizing the unencumbered balance and other income related to 2006/07, the support account fund balance pertaining to the periods from 1996/97 to 1999/2000 and the excess of the authorized level of the Peacekeeping Reserve Fund in order to fund the shortfall. The remaining balance of the excess of the authorized level of the Peacekeeping Reserve Fund in respect of the period ended 30 June 2007 would therefore amount to $469,600.

32. **The Advisory Committee recommends acceptance of the actions proposed by the Secretary-General in section V of the performance report (A/62/766) (see also para. 171 below).**

B. Updated financial information in respect of the current period

33. The Advisory Committee recalls that the General Assembly, in its resolution 61/279, approved an amount of $230,509,900 gross ($209,232,300 net) for support account post and non-post resources for the period from 1 July 2007 to 30 June 2008, and a total staffing establishment of 1,122 support account temporary posts.

34. The Committee was informed, upon inquiry, that expenditures, as at 30 April 2008, amounted to $166,324,509 (see annex II). The unencumbered balance, as at the same date, amounted to $64,185,391.

35. Of the 1,122 currently approved posts (735 Professional, 384 General Service and 3 Security Service posts), a total of 985 were encumbered as at 30 April 2008 (631 Professional, 351 General Service and 3 Security posts), indicating vacancy rates of 14 per cent for Professional posts and 8 per cent for General Service and related posts.

C. Proposed cost estimates for the period from 1 July 2008 to 30 June 2009

1. General

36. In his report (A/62/783), the Secretary-General estimates support account resources for the period from 1 July 2008 to 30 June 2009 to be $287,651,700 gross ($260,654,400 net), which would provide for the staffing of 1,278 support account posts and non-post resources.

37. The amount proposed, in gross terms, represents an increase of $57,141,800 or 24.8 per cent ($51,422,100 in net terms) over the total amount approved for the period from 1 July 2007 to 30 June 2008 of $230,509,900 gross ($209,232,300 net). The increase is due mainly to the requirements for 156 additional posts ($34.9 million), including 78 new posts, 15 resident auditor posts transferred from the budgets of peacekeeping missions and 63 continuing positions in the Office of Internal Oversight Services that had been approved under general temporary assistance for 2006/07 and are now proposed to be re-established, as well as a net increase in non-post resources ($22.2 million).

38. The Advisory Committee notes that the Secretary-General's report includes, for the first time, the resources related to the peacekeeping share of the costs of the new system of administration of justice ($3.8 million) and of six posts approved for the Office of the United Nations Ombudsman for deployment in the United Nations Organization Mission in the Democratic Republic of the Congo (MONUC) and UNMIS, as well as the requirements for the peacekeeping share of the financing of the Procurement Task Force until 31 December 2008 ($2 million), the projected requirements for after-service health insurance costs of current peacekeeping retirees ($6 million) and provisions for the ongoing development of enterprise information technology projects started in the 2007/08 period. However, the report does not include the requirements related to the Secretary-General's proposals for the implementation of the enterprise resource planning, enterprise content management or enterprise customer relationship systems; the requirements related to the relocation of staff to the rented swing space as part of the capital master plan project; or the resource requirements associated with the comprehensive analysis of the Office of Military Affairs requested in resolution 61/279.

39. The Advisory Committee notes that the resources for 2008/09 contained in the Secretary-General's report reflect the requirements of the Office of Military Affairs based on the staffing levels approved for 2007/08, or maintenance level ($18.1 million). The additional requirements related to the Secretary-General's comprehensive analysis, as contained in his report (A/62/752), amount to $6.4 million. The total proposed requirements for the Office of Military Affairs for 2008/09 would therefore total $24.5 million (see para. 76 below).

40. The Advisory Committee requested information on the total resources for the support account for the period from 1 July 2008 to 30 June 2009, including the additional resources proposed for the Office of Military Affairs in the Secretary-General's report (A/62/752), which is contained in annex III. The Committee notes that the total support account resources for 2008/09 would amount to $294,051,300 gross, representing an increase of $63,541,400, or 27.6 per cent in gross terms, over the resources approved for 2007/08. The Committee was informed, upon enquiry, that if full costing were applied (using the 4.9 and 1.5 vacancy rates for continuing

and proposed new Professional and General Service posts), the total support account resources for 2008/09 would total $315,053,300 gross.

41. According to the Secretary-General, notwithstanding the additional resources provided by the General Assembly in its resolution 61/279 to strengthen the capacity of the Secretariat to manage and sustain peace operations, the establishment of UNAMID and MINURCAT by the Security Council has resulted in a significant increase in the workload of all departments and offices funded through the support account and was stretched beyond the limit their capacity to provide support to peacekeeping operations. The Secretary-General further indicates that the additional resources for 2008/09 are therefore requested on that basis and on the basis of the priorities which are summarized in paragraphs 13 to 18 of the report (A/62/783).

42. **The Advisory Committee has commented on the successive increases in the support account year after year in paragraphs 20 and 21 above. The Committee's recommendations on the post and non-post resources proposed for 2008/09 take into account what it considers to most directly support the operational requirements in the field. The Committee expects that the Secretary-General will fully elaborate on how the utilization of the resources granted has led to improvements in the aforementioned priority areas identified in the context of the performance report for the period from 1 July 2008 to 30 June 2009.**

43. The overall resources estimated for 1,278 proposed posts in the Secretary-General's report (A/62/783) amount to $186,812,900. Apart from the 92 additional posts requested for the Office of Military Affairs (see A/62/752), the present support account proposal seeks 156 additional posts, of which 78 are new posts and 78 are to be converted from general temporary assistance in the 2008/09 budget. Upon enquiry, the Advisory Committee was informed that of the 78 new posts proposed, 21 were posts that had not been approved for 2007/08 and were currently resubmitted for approval, 15 were resident auditor posts proposed to be transferred from the budgets of peacekeeping missions (UNAMID and MINURCAT) and 42 were new proposals. The additional posts include:

(a) Ten posts in the Department of Peacekeeping Operations, including the resubmission of two posts requested in the context of the proposals for strengthening the capacity to manage and sustain peace operations;

(b) Twenty-six posts in the Department of Field Support, including the resubmission of 17 posts requested in the strengthening proposals and the conversion of 2 positions funded as general temporary assistance in 2007/08;

(c) A net increase of 80 posts in the Office of Internal Oversight Services, including the transfer of 15 Resident Auditor posts from the budgets of peacekeeping operations, the conversion of 63 Investigator positions funded as general temporary assistance in 2007/08, 4 posts resubmitted and 2 posts proposed to be abolished;

(d) Thirty-two posts in the Department of Management, including the conversion of 12 positions funded as general temporary assistance in 2007/08;

(e) Six posts in the Office of Legal Affairs, including the conversion of three positions funded as general temporary assistance in 2007/08;

(f) Two posts in the Department of Safety and Security.

The Committee's recommendations on those proposals are contained in its discussion of the organizational units to which they relate.

44. The Advisory Committee notes that, in costing requirements, vacancy rates of 4.9 per cent and 1.5 per cent have been applied to continuing posts in the Professional and General Service staff categories, respectively; delayed recruitment factors of 50 per cent and 35 per cent have been applied for new posts in the Professional and General Service categories, respectively, with the exception of the Office of Internal Oversight Services, where a 25 per cent vacancy rate has been applied to continuing Professional posts and a 50 per cent delayed recruitment factor has been applied to all new posts. Standard salary costs for New York are applied to the posts at Headquarters and standard salary costs for Vienna and Nairobi are applied to the respective regional investigation hubs. Mission specific costs are applied to the resident auditor posts. As for new requests for general temporary assistance positions of 12 months' duration, a delayed recruitment factor of 50 per cent has been included.

45. The Advisory Committee notes that the vacancy rates for 2005/06 and 2006/07 were 5.9 and 8.9 per cent for Professional posts, and 6.6 and 4.5 per cent for General Service and related posts, respectively; for the current 2007/08 budget period, as at 30 April 2008, the vacancy rate was 14 per cent for Professional posts and 8 per cent for General Service and related posts (see paras. 26 and 35 above). Upon enquiry, the Committee was informed that, if budgeted at full cost (applying the standard vacancy rate of 4.9 per cent for Professionals posts and 1.5 per cent for General Service posts), the resource requirements for the support account would amount to $296,101,500 gross, instead of the proposed budgeted amount of $287,651,700. **In view of performance in recent years, the Committee recommends the application for continuing posts of a vacancy rate of 8 per cent for Professional posts and of 4.5 per cent for General Service and related posts, instead of the proposed 4.9 per cent and 1.5 per cent, respectively.**

46. Non-post resources total $100,838,800, reflecting an increase of $22,254,100 over the resources approved for 2007/08 as shown in the table below:

Category	*2007/08 (approved)*	*2008/09 (proposed)*	*Variance*	*Percentage*
General temporary assistance	17 794 500	11 924 500	(5 825 000)	(32.8)
Consultants	4 710 700	7 282 800	2 572 100	54.6
Official travel	11 189 300	15 025 300	3 836 000	34.3
Facilities and infrastructure	20 860 800	28 283 000	7 422 200	35.6
Communications	1 989 000	3 219 100	1 230 100	61.8
Information technology	18 960 000	19 980 200	1 020 200	5.4
Medical	310 800	116 100	(194 700)	(62.6)
Other supplies, services and equipment	2 814 600	15 007 800	12 193 200	433.2
Total	**78 584 700**	**100 838 800**	**22 254 100**	**28.3**

47. A brief summary of the variances is included in paragraphs 24 to 31 of the budget document (A/62/783) and the budget parameters used in the costing exercise

are summarized in paragraphs 36 to 40. The Advisory Committee notes that the various increases are offset by a decrease under general temporary assistance of $5,825,000, owing mainly to the proposed conversion to posts of 63 general temporary assistance positions approved for the Investigations Division of the Office of Internal Oversight Services, as well as reduced requirements ($194,700) for medical supplies in the Office of Human Resources Management.

48. The Advisory Committee notes that in several cases, general temporary assistance is sought on a continuing basis from one budget period to the next. **The Committee is of the view that that practice lacks budgetary transparency and complicates proper oversight. It has pointed out that general temporary assistance was designed for exceptional and/or peak workload and to replace staff on maternity or sick leave. It should therefore not be used for functions of a continuing nature or for prolonged periods of time and should cover periods of less than 12 months. Although exceptions have been made, the Committee believes that unless justified by special circumstances, the procedures for the use of general temporary assistance should be adhered to.**

49. The increase in facilities and infrastructure ($7,422,200) is directly related to increased rental costs and additional provisions for rental space in connection with the new posts proposed. The additional resources for consultants ($2,572,100) are related mainly to requirements in preparation for the adoption of the International Public Sector Accounting Standards (IPSAS) and the conduct of IPSAS-related training programmes of peacekeeping staff (see para. 128 below).

50. A short analysis and summary of the requirements for consultants is provided in paragraphs 32 and 33 of the Secretary-General's report (A/62/783). **The Advisory Committee trusts that the use of external consultants will be done in accordance with established administrative procedures and financial regulations and rules and for specific time-limited projects, not subject to repeated extensions as a way of getting around the established criteria and procedures for selecting staff. The Committee also requests that future requests for consultants be accompanied by information on past use of consultants for similar purposes.**

51. The resources for official travel are proposed at $15,025,300 (an increase of $3,836,000). The increase is reflected in most offices owing to the need for staff to travel to the area and in support of peacekeeping missions, including increased travel requirements under the Office of Operations related to the integrated operational teams and in the Office of Internal Oversight Services related to the travel of investigators to peacekeeping missions from the proposed regional hubs.

52. The increase in the estimate for other supplies, services and equipment ($12,193,200, or 433.2 per cent), over the resources approved for 2007/08, is due mainly to the provision made in the Office of Internal Oversight Services for the Procurement Task Force and the provision in the Department of Management for the peacekeeping share of the costs related to the new system for the administration of justice and the projected after-service health insurance costs in respect of the current peacekeeping retirees (see paras. 148 and 160 below).

53. **The Advisory Committee is recommending reductions in the non-post resources of some offices below. In addition, the Committee notes that its**

recommendations on the Secretary-General's proposed posts, contained in paragraphs 54 to 167 below, also have an impact on operational costs.

2. Detailed recommendations

(a) Department of Peacekeeping Operations

54. The overall requirements of $75,405,300 of the Department of Peacekeeping Operations proposed for 2008/09 reflect an increase of $10,313,400 over the resources approved for 2007/08. Most of the increase is due to the proposed requirements for posts, owing to the delayed impact of previously approved posts and the proposed establishment of 10 additional posts for 2008/09.

55. The number of support account posts proposed for the Department of Peacekeeping Operations for 2008/09 is 384 (295 Professional and 91 General Service posts). Ten additional new posts are proposed (1 D-1, 1 P-5, 3 P-4, 2 P-3, 3 General Service (Other level)) in the Secretary-General's report (A/62/783) for the Department of Peacekeeping Operations. That does not reflect the 92 additional posts proposed for the Office of Military Affairs in the Secretary-General's report (A/62/752) (see para. 75 below).

(i) Office of the Under-Secretary-General

Posts

56. A new post at the P-4 level for a Public Affairs Officer is requested to strengthen the Public Affairs Unit and oversee the areas related to internal communications and external relations (see A/62/783, paras. 44-50). The current capacity of the Unit, established in the context of the 2007/08 budget period, consists of five posts (1 P-5, 1 P-4, 1 P-2, 2 General Service (Other level)). **Given the current capacity within the Unit itself, the Department of Public Information, as well as in field missions, the Advisory Committee does not recommend approval of the post.**

57. A new post at the P-5 level for a Security Focal Point is requested for the Situation Centre to ensure and facilitate the cooperation between the Department of Peacekeeping Operations, the Department of Field Support and the Department of Safety and Security (see A/62/783, paras. 51-56). **The Advisory Committee is not convinced of the need for a new post and recommends that it not be approved; the functions could be accommodated from within existing capacity.**

Non-post resources

58. An amount of $368,200 is requested for general temporary assistance (an increase of $210,200 over the resources approved for 2007/08). The resources would provide for continuation of the funding of a Communications Officer position at the P-3 level for 12 months to manage the Department's website and Intranet portals ($83,900), a new Internal Communications Officer position at the P-3 level for 12 months to design and implement internal communications projects and information campaigns ($83,900), as well as 12 months of General Service (Other level) assistance and 8 months of Professional-level (P-3) assistance to replace staff on maternity and long-term sick leave within the Department of Peacekeeping Operations and the Department of Field Support ($200,400). **In line with its recommendation in paragraph 48 above, the Advisory Committee recommends**

acceptance of the provision requested to replace staff on maternity and sick leave and of the position at the P-3 level to manage the Department's website, for a period of 10 months only. The Committee does not recommend that the position requested for an Internal Communications Officer (P-3) in the Public Affairs Unit be approved; the functions could be accommodated from within existing capacity.

(ii) Office of Operations

59. The resources of $14,708,300 proposed for the Office of Operations for 2008/09 reflect an increase of $1,162,300 over the resources approved for 2007/08. That is due mainly to additional requirements for posts ($864,900, or 7.3 per cent in comparison with the apportionment for 2007/08) relating to the costing applied to the posts approved for 2007/08 and five additional posts proposed, as well as additional requirements under official travel ($456,900, or 60.1 per cent in comparison with 2007/08).

60. The Advisory Committee's comments and observations with regard to the integrated operational teams are contained in paragraphs 12 and 13 above.

Posts

61. Three new posts (1 P-4, 1 P-3, 1 General Service (Other level)) are requested for the Africa I Division for a MINURCAT team. The functions are currently provided through general temporary assistance positions proposed to be converted to posts. In addition, a post of Senior Political Affairs Officer (P-5) would be transferred to cover MINURCAT as team leader, following the termination of the United Nations Integrated Office in Sierra Leone (UNIOSIL) (see A/62/783, paras. 69-71). **The Advisory Committee recommends acceptance of two additional posts (1 P-4 and 1 General Service (Other level)) of the three proposed for the MINURCAT team (see also para. 64 below).**

62. A Principal Officer post (D-1) and an Administrative Assistant post (General Service (Other level)) are resubmitted for approval in the Asia and Middle East Division to strengthen the senior management of the Division and provide integrated operational team leadership and support to the sub-team (see A/62/783, paras. 73-76). **In the light of the significant number of missions overseen by the Division, the Advisory Committee recommends the approval of the post at the D-1 level and the General Service posts requested for the Asia and Middle East Division.**

Non-post resources

63. A provision of $1,217,000 is indicated under official travel, reflecting an increase of $456,900 over the appropriation for 2007/08. Most of the resources ($859,000) are proposed for official travel of the members of the integrated operational teams. The Advisory Committee notes that the travel costs for the integrated operational teams are shown in the Office of Operations while the posts are shown in the parent units. **In the light of past experience the Committee recommends that the travel costs for the Office of Operations be reduced by $150,000.**

64. The resources requested for general temporary assistance are described in paragraphs 78 to 82 of the report. The Advisory Committee notes that general temporary assistance resources are requested in order to continue support to the African Union by maintaining the Team Leader (P-5), the Coordination Officer (P-4) and an Administrative Assistant (GS (OL)) for 2008/09. Two new positions are requested for 2008/09 for a Policy Development Officer at the P-4 level to address training needs of political affairs components in the field and guidance related to the integrated operational teams, and a Political Affairs Officer at the P-4 level to support the planning for the possible deployment of a peacekeeping mission in Somalia. Upon enquiry, the Committee was informed that, as at 30 April 2008, 10 posts were vacant in the Office of Operations of a total of 75 approved. **The Committee recommends acceptance of the positions for the continuation of the support to the African Union for the reasons provided in the Secretary-General's report (A/62/783, paras. 78-82). The Committee recommends that the position proposed for a Policy Development Officer at the P-4 level not be approved; the creation of integrated operational teams should not lead to requests for additional posts to generate operating procedures. The Committee also recommends that the Political Affairs Officer position at the P-4 level not be approved, in view of existing capacity within the Division; existing vacancies should be filled before new posts are requested.**

(iii) Office of Military Affairs

Background and general observations

65. The General Assembly, in paragraph 64 of its resolution 61/279, requested the Secretary-General to submit to the Assembly, at the second part of its resumed sixty-second session, a comprehensive analysis of the Office of Military Affairs, taking into account the results of the upcoming report on the Strategic Military Cell and the lessons learned from the first period of expansion of the Office of Military Affairs, including its interactions with the integrated operational teams and other offices of the Secretariat, so that it might review and further strengthen the functions of the Office.

66. The Secretary-General's analysis and proposals are contained in his report on the comprehensive analysis of the Office of Military Affairs (A/62/752). In section II of the report, he sets out the context for his proposals. Three factors to which he draws particular attention are the significant expansion of peacekeeping activities in recent years, with a concomitant increase in the number of authorized military personnel; the increased complexity of operations, which can have specialized operational requirements; and the need for some missions to operate in higher threat environments, with extended supply lines. In the Secretary-General's view, this evolution in peacekeeping has rendered the previously approved proposals to strengthen the Organization's capacity inadequate. The Secretary-General points out that the assessment of the Office of Military Affairs requirements drew on lessons learned from the experience of the Strategic Military Cell, which was established to provide enhanced strategic military oversight and guidance, as well as specialized expert support, to a reinforced UNIFIL.

67. In response to a request for information on which elements of the Strategic Military Cell experience were incorporated in the proposals to strengthen the Office of Military Affairs, the Advisory Committee was informed that the intention was to

incorporate, for the benefit of all peacekeeping missions, the strongest features, such as the specialized capacity in military logistics, aviation and maritime operations, as well as military communications.

68. In paragraph 18 of his report (A/62/752), the Secretary-General outlines the three critical military functions that he considers the Office of Military Affairs must be able to discharge. The review of the Office resulted in the conclusion that the Office "lacks the rank, capacity and specialist capabilities needed to fulfil successfully the functions of a strategic military headquarters within the Department of Peacekeeping Operations for peacekeeping in both routine and crisis situations" (A/62/752, para. 19). The Secretary-General therefore proposes to enhance the Office of Military Affairs by the addition of expert military capabilities found in many military headquarters structures.

69. More specifically, the Secretary-General proposes the creation of 92 new posts, further strengthening of leadership and senior management, as well as the restructuring of the Office into two groups: a Military Operations and Plans Group and a Military Policy and Support Group. The Military Operations and Plans Group would comprise four services, including the existing military functions of operational management and planning, and the proposed functions of informational analysis and the provision of operational advice to troop-contributing countries. The Military Policy and Support Group would comprise four services bringing together the force generation, personnel administration, policy and capability development functions currently existing in the Office of Military Affairs, as well as proposed military logistics and communications support functions. In addition to establishing new and strengthening existing functions, the enhanced capacity would also provide for military mission start-up or surge capacity.

70. The Secretary-General states in paragraph 53 of his report (A/62/752) that the proposals "represent a significant transformation in the way in which the Office of Military Affairs is organized to support United Nations peacekeeping operations". A feature of that transformation is the addition of new capabilities, beyond the strengthening of established functions. **The Advisory Committee believes that its consideration of the proposals of the Secretary-General would have benefited from the views of the Special Committee on Peacekeeping Operations on relevant substantive elements.**

71. The Advisory Committee notes that the Secretary-General's proposals have budgetary requirements, but are not presented in the usual results-based budgeting format. **The Committee's consideration would have been facilitated by proposals presented in the established format. The Committee also regrets that the proposals concerning the Office of Military Affairs were not included in the support account submission. This would have avoided a piecemeal approach and facilitated the analysis of the totality of the resources proposed. The Committee continues to be concerned about the fragmentation of the budget submission. As such, the Committee is of the view that the significant transformation of the Office of Military Affairs should have been presented with a clearer explanation of how it fits within the totality of existing resources (see also para. 80 below).**

72. **Despite shortcomings set out below, the Advisory Committee sees merit in enhancing the Office of Military Affairs capacity in certain areas within the current structure. The Committee is of the opinion, however, that the**

Secretary-General's analysis of the major capacity constraints that have challenged the Office in carrying out its mandated functions has not been fully substantiated with relevant data. Furthermore, the Secretary-General's proposals do not sufficiently take into account the opportunities for complementarity with other units that also support peacekeeping but are not situated within the Office. For example, the contribution that the Situation Centre at Headquarters and the joint mission analysis cells and joint operations centres in individual peacekeeping missions can make towards providing the information needed to enhance situational awareness is not elaborated in the proposal to create 19 new posts for a Military Information Analysis Service. Neither is it fully explained why the Integrated Training Service cannot discharge some of the functions envisaged for the military operations service; nor is the reasoning made clear for placing within the Office the responsibility for certain technical support capacities that would be embedded in the Department of Field Support. Moreover, the analogy to national military strategic headquarters may not be relevant to the Office of Military Affairs.

73. **The Advisory Committee is of the view that the proposed structure is excessively complicated, provides for too many senior posts and, in the Military Policy and Support Group, rests significantly on functions that may be the responsibility of the Department of Field Support. The Committee is open to future proposals, but in the interim recommends that certain capabilities, identified by the Secretary-General as lacking, be placed within the current structure.**

Resource issues

74. The Advisory Committee recalls that the current staffing capacity of the Office of Military Affairs consists of 90 posts (3 posts funded from the regular budget and 87 posts funded from the support account budget). They include 24 additional posts for the Office of Military Affairs approved by the General Assembly in its resolutions 61/279 and 62/232, of which 13 were to support the integrated operational teams. The Committee also recalls that, in its resolution 61/279, the General Assembly renamed the Military Division the Office of Military Affairs and upgraded the Military Adviser post to the level of Assistant Secretary-General. **The Advisory Committee expresses its concern at the length of time it has taken to fill the post of Military Adviser.**

75. The Secretary-General's report on the support account budget (A/62/783) includes resources of $16,223,800 for the period 2008/09, reflecting the requirements of the Office of Military Affairs on the basis of the staffing levels approved by the General Assembly for the Office for 2007/08. The financial resource requirements related to the strengthening of the Office, contained in the Secretary-General's report on the comprehensive analysis of the Office (A/62/752), are estimated at $6,399,600, including post resources of $4,464,900 for 92 proposed additional posts and non-post resources of $1,934,700. The additional 92 posts requested to strengthen the Office of Military Affairs comprise 80 posts proposed to be staffed by seconded military officers (18 of which would be embedded in the Department of Field Support), 4 additional civilian Professional posts and 8 additional General Service support posts.

76. Upon enquiry, the Advisory Committee was provided with the total resource requirements for the support account budget for the Office of Military Affairs for the period 2008/09, taking into account the proposals contained in the Secretary-General's report (A/62/752):

		Proposed 2008/09				
Category	*Approved 2007/08*	*A/62/783*	*A/62/752*[a]	*Total*	*Variance*	*Percentage*
International staff	11 988 200	15 478 800	4 464 900	19 943 700	7 955 500	66.4
General temporary assistance	—	—	—	—	—	—
Consultants	—	—	—	—	—	—
Official travel	584 100	755 000	—	755 000	170 900	29.3
Facilities and infrastructure	1 366 600	1 670 900	1 193 700	2 864 600	1 498 000	109.6
Communications	92 200	87 000	289 600	376 600	284 400	308.5
Information technology	156 500	156 600	451 400	608 000	451 500	288.5
Medical	—	—	—	—	—	—
Other supplies, services and equipment	—	—	—	—	—	—
Total	**14 187 600**	**18 148 300**	**6 399 600**	**24 547 900**	**10 360 300**	**73.0**

[a] Reflects the application of a 75 per cent delayed recruitment factor for the 92 additional posts proposed.

77. The table above displays the resource requirements for 2008/09 for the Office of Military Affairs for both the strengthening proposed in the Secretary-General's report on the comprehensive analysis of the Office (A/62/752) and already established capacity, as set out in his report on the support account budget (A/62/783). The full financial consequences of the present strengthening proposal is, however, not readily evident because of the application of an unusually high delayed deployment factor in 2008/09. The Advisory Committee notes that the estimated post resources for 2008/09 reflect the application of a 75 per cent delayed deployment factor for the additional 92 posts.

78. The Advisory Committee points out that, while the Secretary-General's proposal reflects a provision of $6.4 million for the 92 new posts on the basis of a 75 per cent delayed deployment factor for 2008/09, the actual full cost of the strengthening is $18.9 million (assuming the 4.9 and 1.5 per cent vacancy rates applied to continuing and new Professional and General Service and related posts). Furthermore, the total resource requirements for the Office, including the resources set out in documents A/62/783 and A/62/752, if fully costed, would amount to $37,100,200 for 2008/09 (an increase of 161 per cent compared to the support account resources approved for 2007/08 for the Office of Military Affairs).

79. Upon enquiry, the Advisory Committee was also informed that recruitment of seconded military and police personnel takes somewhat longer than that of civilian personnel, hence the proposed application of a 75 per cent delayed deployment

factor for new posts. Information provided to the Committee in this regard is attached as annex IV below.

80. **The Advisory Committee sees merit in approving some of the proposed functions and capacities within the current structure of the Office of Military Affairs. At the same time, it does not agree that the proposed functions should be distinct services. Consequently, in the paragraphs below, the Committee recommends approval of the posts referred to therein to strengthen the capacity of the Office, in its current structure. The Committee also recommends that the Secretary-General, in the context of the next support account submission, provide a full account of the impact that the approved posts have had on the operations of the Office of Military Affairs (see also para. 71 above).**

Posts

81. The Secretary-General proposes to upgrade the post of Chief of Staff to the level of Principal Officer (D-1) in order to strengthen the senior leadership and senior management of the Office (see A/62/752, paras. 22-23). **Based on the justification provided by the Secretary-General, the Advisory Committee recommends approval of the upgrading of that post.**

82. The Advisory Committee also notes that the Secretary-General is proposing to provide a dedicated capacity for the provision of military input to the wider issues of Secretariat policy development and departmental policy and doctrine development. Currently, there are two authorized policy positions within the Office for performing that function (see A/62/752, paras. 45-46). **The Committee recommends approval of two posts (P-4), of the eight requested, to address military policies and doctrine, develop capabilities for peacekeeping missions and enhance activities involving military cooperation. The Committee is of the opinion that those functions should be placed directly under the leadership of the head of the Office of Military Affairs.**

83. The Secretary-General is proposing to strengthen the capacity of the Force Generation Service through the addition of five posts. The Service is responsible for the generation and rotation of military forces required to deliver effective United Nations peacekeeping and currently consists of 25 posts (17 seconded military personnel and 8 General Service). The Advisory Committee also notes the Secretary-General's proposal to provide capacity to carry out military operational advisory functions, filling a technical military capability gap for advising and assisting troop-contributing countries on mission-specific requirements (see A/62/752, paras. 33-36 and 39-40). **The Committee is of the view that the advisory functions envisaged should be integrated into the Force Generation Service (see also para. 72 above). The Committee therefore recommends approval of six posts to strengthen the current capacity of the Service (3 P-4, 2 P-3) and provide for some advisory function capacity (1 P-3).**

84. The Secretary-General proposes to strengthen the capacity of the Current Military Operations Service through the addition of 11 posts to provide the level of detailed information on military operations in the field required to enhance the situational awareness of the Office. According to the Secretary-General, this would complement the work of the integrated operational teams and the Situation Centre. The Advisory Committee also notes that the Secretary-General proposes to provide capacity to carry out information analysis functions and provide timely and detailed

analysis of the military situation in areas of peacekeeping operations, including military threats, in coordination with field missions (see A/62/752, paras. 25-27 and 28-29). **The Committee is of the view that these functions should be integrated into the Current Military Operations Service and therefore recommends approval of eight additional (P-4) posts to strengthen the Service, as well as accommodate the envisaged information analysis functions. The Committee expects that, in performing information analysis functions, the Service will closely interact with the joint operations centres and joint mission analysis cells in field missions.**

85. The Secretary-General proposes to strengthen the Military Planning Service which currently consists of 19 posts. The Advisory Committee notes that part of the functions proposed relate to areas of maritime and aviation planning (see A/62/752, paras. 30-32). Concerning maritime activities in peacekeeping operations, the Committee recalls its comments and recommendation in paragraph 31 of its report (A/62/781). **The Committee recommends approval of four posts to enhance the planning capacity of the Service (2 P-4) and for aviation (1 P-4) and maritime operation capacity (1 P-4), which is currently lacking in peacekeeping operations.**

86. The Secretary-General is also proposing to establish capacity to provide technical expertise in a range of field support functions and support in the implementation of maritime, aviation, movement control, fuel, rations, equipment and engineering functions for military contingents. The Advisory Committee notes that, with the exception of the chief of a proposed new service, who would form part of the Office of Military Affairs, it is proposed that this function be performed by military specialists embedded in the Department of Field Support (see A/62/752, paras. 41-42). **While the Committee believes that close cooperation and coordination between the Office of Military Affairs and the Department of Field Support are required, it does not agree with the placement of those functions under the managerial umbrella of the Office. The Committee recommends approval of three posts (2 P-4, 1 P-3), within the Department of Field Support, to accommodate the functions of maritime, aviation and engineering operations. The Committee also recommends approval of two posts (1 P-4, 1 P-3), within the Department of Field Support, to provide technical expertise and support in the area of military communications operations.**

87. **The Advisory Committee recommends approval of three General Service (Other level) posts to provide administrative support to the Office of Military Affairs.**

88. **The recommendations of the Advisory Committee in paragraphs 81 to 87 above would entail a reduction in the post and non-post resources proposed for the Office of Military Affairs for 2008/09. The actual reduction should be provided to the General Assembly at the time of its consideration of the Secretary-General's proposals for the support account.**

(iv) Office of Rule of Law and Security Institutions

Posts

89. Two additional posts at the P-4 level are proposed for a Policy Adviser and a Policy and Development Officer in the Police Division (see A/62/783, paras. 93-99).

The Policy Adviser is requested to provide advice, ensure coordination of various components of the Division and support policy development; the Policy and Development Officer is requested to strengthen current capacity of the Division in the area of research, coordination and drafting required to formulate policies. The Committee was informed that the Policy Adviser, having assumed his appointment in September 2007, would undertake a strategic review of the functions and structure of the Division to determine how best to meet its current mandates and responsibilities effectively (see also A/62/781, para. 32). **Pending the conclusion of the review, the Committee does not recommend approval of the two P-4 posts proposed for the Police Division.**

(v) Policy, Evaluation and Training Division

Posts

90. An additional General Service (Other level) post is requested for a Training Assistant to support the work of the Integrated Training Service in view of the number of staff to be trained, for which coordination, management and monitoring is required (A/62/783, para. 109). **The Advisory Committee recommends acceptance of the post for a Training Assistant.**

Non-post resources

91. The non-post resources proposed for the Policy, Evaluation and Training Division reflect an increase of $1,153,700 (25 per cent) over the resources approved for the period 2007/08. The increase is due mainly to additional resources proposed for general temporary assistance ($917,400 over the amount of $1,632,700 approved for 2007/08).

92. The Advisory Committee recalls that, in the context of the strengthening proposals, three posts (1 P-5, 1 P-4, 1 GS (OL)) were requested for the Partnerships Section (A/61/937, para. 94). An additional P-4 post was to be redeployed from the Office of Operations. Upon the recommendation of the Advisory Committee, the General Assembly approved the provision of the functions concerned through general temporary assistance for 12 months, pending review and a new submission in the context of the proposed budget for the support account for 2008/09. The Committee notes that the Secretary-General is proposing the continuation of the three positions pending a review and assessment of the capacity of the Partnerships Section.

93. Other functions requested to be funded under general temporary assistance include the following for the Integrated Training Service: two training positions for 11 months (1 P-4 and 1 P-3) related to the Senior Mission Administrative Resource Training (SMART) programme and a Training Officer position (P-4, for 11 months) to adapt Secretariat-wide training programmes, in close collaboration with the Office of Human Resources Management and other parts of the Secretariat (see A/62/783, paras. 121-130). The following are requested for the Peacekeeping Best Practices Section: an Editor position (12 months) at the P-3 level to ensure consistency and good quality in the content of policy and guidance; the continuation for 12 months each of a Child Protection Adviser (P-4) position and of two Coordination Officer (P-3) positions to enable progress to be made on key ongoing outputs and others to be finalized; an Evaluation Officer position for a Military or

Police Officer (P-4, for 12 months) for the evaluation programme (see A/62/783, paras. 113-120).

94. **The Advisory Committee recommends acceptance of the positions (2 P-4, 1 P-3) requested for the Integrated Training Service. The Committee also recommends acceptance of the continuation of the Child Protection Adviser (P-4) and the two Coordination Officer (P-3) positions for the Peacekeeping Best Practices Section. The Committee does not recommend the approval of the Editor (P-3) and the Evaluation Officer (P-4) positions requested for the Peacekeeping Best Practices Section; capacity for these functions should be drawn from those related substantive offices.**

(b) Department of Field Support

95. The overall resources of $89,543,500 for 2008/09 proposed for the Department of Field Support reflect an increase of $10,754,200 (or 13.6 per cent) over the resources approved for 2007/08. Most of the increase relates to posts ($7,302,300), owing to the computation of the requirements for the posts approved in the 2007/08 period (turnover factors of 4.9 per cent for professional staff and 1.5 per cent for General Service staff are applied for continuing posts, instead of the 50 per cent and 35 per cent applied, respectively, for new posts) and the total of 26 additional posts proposed; general temporary assistance ($1,355,300), in view of additional requirements proposed for the Office of the Under-Secretary-General, the Office of Field Administrative Support and the Office of Integrated Support Services; and communications ($1,001,800) in view of higher commercial communication costs and the acquisition of equipment (see para. 116 below).

(i) Office of the Under-Secretary-General

Posts

96. Two additional posts are proposed for a P-3 Programme Officer and a P-2 Associate Programme Officer, Risk Management Team (see A/62/783, paras. 145-151). The Committee notes that the General Assembly has still to consider the Secretary-General's proposals in his upcoming report on risk management. **While recognizing those functions as key management functions, the Advisory Committee is of the opinion that the related strategies and plans should be developed interdepartmentally. The Committee therefore does not recommend approval of the two posts.**

97. Three additional posts are requested for a P-5 Senior Administrative Management Officer, a P-4 Operational Review Officer and a General Service (Other level) Administrative Assistant, who would constitute an Audit Response and Board of Inquiry Team (see A/62/783, paras. 152-156). The Advisory Committee recalls that, of five posts requested in the context of the 2007/08 strengthening proposals (1 P-5, 1 P-4, 2 P-3, 1 GS (OL)), two P-3 posts were provided (one each for audit response and the Board of Inquiry). **The Committee is of the opinion that those functions should be part of the management culture of the Organization and recommends acceptance of the P-5 and General Service posts for the Audit Response and Board of Inquiry Team as a management tool. In view of that, the Committee does not recommend approval of the P-4 post (see also para. 100 below).**

98. One additional post is proposed for a General Service (Other level) Administrative Assistant in the Senior Leadership Appointments Section (A/62/783, para. 157). **Given the current capacity of the Section (1 P-5, 1 P-4, 1 P-3, 1 GS (OL)), the Advisory Committee does not recommend acceptance of the additional General Service post proposed.**

Non-post resources

99. An amount of $580,100 is proposed for general temporary assistance (an increase of $520,600 over the resources of $59,500 approved for 2007/08). The resources would provide for the continuation (12 months) of a Senior Policy Adviser position at the P-5 level and a General Service (Other level) Administrative Assistant position in the Conduct and Discipline Unit, as well as a new Disciplinary Officer position at the P-3 level (see A/62/783, paras. 160-162). Two new positions (12 months each) are requested for an Administrative Assistant (GS (OL)) in the Audit Response and Board of Inquiry Team, and an Administrative Officer (P-4) position in the Office of the Under-Secretary-General (see A/62/783, paras. 163-164).

100. In paragraphs 69 to 78 of its general report on the administrative and budgetary aspects of peacekeeping operations (A/62/781), the Advisory Committee has made comments and recommendations on the Secretary-General's report on conduct and discipline (A/62/758). **The Advisory Committee recommends the continuation of the position at the P-5 level requested for the Conduct and Discipline Unit. It recommends against the P-3 and General Service (Other level) positions requested, in view of the existing capacity provided at Headquarters (1 D-1, 1 P-5, 3 P-4, 1 P-3, 1 P-2, 2 GS (OL)) and in the field missions. The Committee does not recommend approval of the Administrative Assistant position for the Audit Response and Board of Inquiry Team, given the increase in capacity recommended in paragraph 97 above, or of the Administrative Officer position at the P-4 level requested to support the specialist officers that will be shared by the integrated operational teams of two regional divisions (Africa II, and Asia and Middle East); the creation of integrated operational teams should not lead to requests for additional support resources.**

(ii) Office of Field Administrative Support

101. The Office of Field Administrative Support includes the Field Budget and Finance Division and the Field Personnel Division. Eleven new posts (8 Professional and 3 General Service posts) are requested for 2008/09 for the Field Budget and Finance Division, as well as general temporary assistance. It is proposed to strengthen the Field Personnel Division through general temporary assistance.

Posts

102. Nine additional posts are requested for the Budget and Performance Reporting Service of the Field Budget and Finance Division for a Chief of Africa Section at the P-5 level, four Finance and Budget Officers at the P-4 level, one of which is a proposed conversion from general temporary assistance, two Finance and Budget Officers at the P-3 level and two Administrative and Finance Assistants (General Service (Other level)) (A/62/783, paras. 174-183). **In paragraphs 14 and 15 of its**

report on the administrative and budgetary aspects of peacekeeping operations (A/62/781), the Advisory Committee has made comments and recommendations on the budget process. At this juncture, therefore, the Committee recommends acceptance of the Chief of Africa Section post at the P-5 level and of two Finance and Budget Officer posts at the P-4 level of the four posts requested. The Committee also recommends acceptance of one P-3 Finance and Budget Officer post out of the two requested and of one Administrative and Finance Assistant post, out of the two requested, for the Budget and Performance Reporting Service in order to support the work of the Service (see also para. 130 below).

103. Two posts are requested for the Memorandum of Understanding and Claims Management Section for a Finance Officer (P-3) and a Claims Assistant (General Service (Other level)) (see A/62/783, paras. 184-186). The Advisory Committee notes that those functions were approved under general temporary assistance for 2007/08 and that it is now proposed that they be converted to posts in view of the increase in the workload of the Section related to processing UNAMID and UNIFIL claims. **The Committee recommends acceptance of the Finance Officer post at the P-3 level and the General Service (Other level) Claims Assistant post for the Memorandum of Understanding and Claims Management Section (see para. 105 below).**

Non-post resources

104. Resources of $1,994,900 are proposed for general temporary assistance for the Office of Field Administrative Support (an increase of $334,800 over the amount of $1,660,100 approved for 2007/08).

105. Of that total, an amount of $338,500 is requested to fund general temporary assistance equivalent to the following positions in the Field Budget and Finance Division, for 12 months each (see A/62/783, paras. 188-192):

- One Finance Officer at the P-4 level to strengthen support in finance and liquidation, including updating of the field guidelines
- One Finance and Budget Officer at the P-3 level for field missions support, including participation in the Abacus teams, and one General Service (Other level) Finance and Budget Assistant to support the Africa Section
- One P-3 Finance Officer for the processing of claims related to UNIFIL and UNAMID in the Memorandum of Understanding and Claims Management Section

The Advisory Committee does not recommend approval of the P-3 and General Service positions requested to support the Africa Section and the P-3 Finance Officer for the Memorandum of Understanding and Claims Management Section, in view of the increase in capacity recommended in paragraph 103 above. The Committee recommends acceptance of the Finance Officer position at the P-4 level to strengthen support in areas of finance and liquidation for a period of 11 months.

106. Resources of $1,656,400 would fund general temporary assistance equivalent to the following positions in the Field Personnel Division (see A/62/783, paras. 193-213):

- Continuation of one Human Resources Officer at the P-3 level and three new Human Resources Officers at the P-3 level (a total of 30 months) and continuation of three and seven new General Service (Other level) Assistants, three of which (a total of 78 months) are requested to support the surge in workload related to UNAMID and MINURCAT
- Continuation of three Human Resources Officers at the P-3 level for the Quality Assurance and Information Management Section (12 months each) to carry out the functions described in the Secretary-General's report (see A/62/783, paras. 196-202)
- Continuation of one Human Resources Officer at the P-3 level for the Guidance and Organizational Design Section (12 months) to carry out an in-depth review of the benchmarking exercise undertaken in 2006/07 and participate in the Abacus teams
- Continuation of three Human Resources Officers at the P-3 level (12 months each) and for three General Service (Other level) Recruitment Assistants (six months each) to screen applications until the establishment of appropriate processes, expected by the end of 2008, in the Recruitment and Outreach Unit.

The Advisory Committee recommends acceptance of the general temporary assistance resources requested for the Field Personnel Division, with the exception of the Human Resources Officer position at the P-3 level proposed for the Guidance and Organizational Design Section and of two P-3 and five General Service positions proposed for support of the UNAMID and MINURCAT workload; the functions of the former should be accommodated from within existing capacity (see also para. 48 above). In view of the new capacity provided in the context of the restructuring and within the missions, the Committee recommends acceptance of two P-3 positions for 15 months and five General Service positions for 39 months to support the workload related to UNAMID and MINURCAT.

(iii) Office of Integrated Support Services

107. The proposal for resources of $48,023,500 (an increase of $4,487,500 or 10.3 per cent over the resources approved for 2007/08) is due mainly to additional requirements for posts ($2,218,600), resulting from the delayed impact of the posts approved in 2007/08 and nine additional posts proposed; as well as for communications ($1,084,000), in view of the acquisition and replacement of specialized equipment and specialized services for both the Department of Peacekeeping Operations and the Department of Field Support.

Posts

Logistics Support Division

108. Five additional support account posts are resubmitted for approval for the Logistics Support Division as follows:

(a) One Logistics Operational Officer, Strategic Deployments Stock Unit, at the P-3 level, to provide additional support given the increase in the workload resulting from new and large-scale missions (see A/62/783, paras. 226-230);

(b) One Property Management Officer, Property Management Section, at the P-4 level, to contribute to the development of projects for cataloguing and codifying expendable material, and management of the global inventory (see A/62/783, paras. 231-237);

(c) One Cartographic Officer, Cartographic Section, at the P-4 level, to establish, manage and plan the design and development of a global peacekeeping geo-database to support the Department of Peacekeeping Operations and the Department of Field Support, and assist the Security Council (see A/62/783, paras. 238-244);

(d) One Engineering Operations Officer, Engineering Section, at the P-3 level, to provide operational support in view of the increase in the workload resulting from the expansion of UNIFIL, and the establishment of UNAMID and MINURCAT (see A/62/783, paras. 245-250);

(e) One Movement Control Officer, Transportation and Movement Service, at the P-3 level, to enable the Section to better support field missions with local transport and other related contracts (see A/62/783, paras. 251-255).

Given the current workload, weaknesses identified by the Board of Auditors regarding the management of global inventory (see A/62/823), as well as in view of the transition to IPSAS, the Advisory Committee recommends acceptance of the five additional posts (2 P-4, 3 P-3) proposed for the Logistics Support Division.

Information and Communications Technology Division

109. A D-2 post is requested for the Director of the Information and Communications Technology Division (see A/62/783, paras. 256-258). **While the Advisory Committee recognizes the leadership and management responsibilities of the post of the Director, it is of the view that that proposal should be taken up in the context of the overall consideration of the information and communications technology strategy proposals under the leadership of the Chief Information Technology Officer (see A/62/793 and Corr.1). The Advisory Committee will make relevant comments and recommendations in its report on the issue.**

110. Three new posts are requested for the Information and Communications Technology Division as follows:

(a) One Senior Disaster Recovery and Business Continuity Officer at the P-5 level (see A/62/783, paras. 259-262) to provide managerial oversight to field missions in this regard;

(b) One Technical Information Operations Support Officer at the P-4 level (see A/62/783, paras. 263-265) to provide a dedicated capacity to assess, plan and support public information operations in the field in view of the increase in radio broadcasting and multimedia campaigns;

(c) One Communications Officer at the P-3 level to provide a full range of support to UNAMID, MINURCAT and the African Union Mission in Somalia (see A/62/783, paras. 266-267).

111. Pending consideration of the Secretary-General's upcoming report on communications and information technology, the Advisory Committee does not recommend acceptance of the P-5 post proposed for disaster recovery and business continuity at this time. Neither does the Committee recommend approval of the Communications Officer post at the P-3 level, as the functions of the latter should be provided from within existing capacity.

112. In view of the need to provide support to public information operations in the field, and the increase in radio broadcasting and multimedia campaigns, the Advisory Committee recommends approval of the P-4 post for the Technical Information Operations Support Officer, given the lack of dedicated technical capacity for that purpose.

Non-post resources

113. A provision of $1,224,000 is proposed, to cover the requirements for general temporary assistance of the Logistics Support Division ($450,100) and the Information Technology and Communications Division ($773,900). The resources proposed for the Logistics Support Division would cover the following requirements related to UNAMID and MINURCAT (see A/62/783, paras. 270-287):

- A Civil Engineer water specialist at the P-3 level (9 months)
- An Engineering Assets Management Officer at the P-3 level (9 months) for the management of assets
- A Medical Logistics Officer at the P-3 level (9 months)
- Three General Service (Other level) positions for a Team Assistant for vendor management to provide support for the additional volume of vendor registration (9 months), a Movement Control Assistant (9 months) to assist in all movement operations and a Team Assistant for the Air Transport Section (12 months) to assist in the management of air assets, procurement of services and payment of invoices

The Advisory Committee recommends acceptance of the general temporary assistance positions requested for the Logistics Division as they meet technical requirements and are time-bound.

114. The general temporary assistance resources proposed for the Information Technology and Communications Division relate to the following positions (A/62/783, paras. 288-293):

- A new Technical Analyst position at the P-4 level and two new positions for a Business Analyst and a Technical Analyst at the P-3 level (12 months each) to provide additional capacity in relation to implementation of the enterprise content management technology
- An Information and Communications Technology Access Control Manager at the P-2 level (10 months) to assist in the development and enforcement of security safeguards
- A Project Manager at the P-3 level (10 months) to implement an enterprise identity management system

- Two Project Managers at the P-3 level (9 months each) for the configuration of a fuel management system and an aviation management system

The Advisory Committee recommends acceptance of the two Project Manager positions at the P-3 level requested for the configuration of fuel and aviation management systems. The Committee does not recommend acceptance of the other general temporary assistance resources proposed for the Information Technology and Communications Division; the functions should be accommodated from within existing capacity.

115. The proposed resources of $884,000 for consultants reflect an increase of $478,900, or 118.2 per cent, over the resources approved for 2007/08. Information is provided in paragraphs 294 to 300 of the Secretary-General's report (A/62/783). **The Advisory Committee has commented on aviation and fuel management issues in its report (see A/62/781, paras. 40-47; see also A/62/823, paras. 20-21). The Committee recommends that the resources for consultants be reduced to $650,000 and requests that information on improvements achieved in relation to the use of those resources be included in the next budget submission (see also para. 42 above).**

116. The proposed resources of $1,515,000 for communications reflect an increase of $1,084,000. The Advisory Committee notes that the resources include non-recurrent costs of $1,043,000 for the acquisition of specialized communications equipment related to the satellite Earth station installed at United Nations Headquarters in New York.

(c) Department of Management

117. The proposed overall resources of $83,268,800 for the Department of Management reflect an increase of $23,967,700 (or 40 per cent) over the resources approved for 2007/08. Most of the increase relates to non-post resources ($19,307,400), in view of additional requirements under other supplies, services and equipment ($9,769,800) and facilities and infrastructure ($8,012,900) (see paras. 147-148 below). The requirement of $30,994,200 for posts (an increase of $4,660,300 over the resources approved for 2007/08) reflects the full costing of the posts approved in 2007/08 as well as 32 proposed additional posts.

(i) Office of the Under-Secretary-General

Posts

118. One additional post for a Management Analyst Officer at the P-4 level is requested to strengthen the Management Support Service in achieving process improvements (see A/62/783, paras. 337-341). The Advisory Committee has referred to the need for managerial improvement (see A/61/937, para. 14, and A/62/781, paras. 24-25). **The Committee recommends acceptance of the post in order to support management in achieving those goals. The Secretary-General should provide information as to the impact of those resources in the next budget submission.**

119. Two additional posts are requested for a Senior Analyst and Monitoring Officer at the P-5 level and a Management Analyst Officer for the Headquarters Committee on Contracts at the P-3 level (see A/62/783, paras. 342-346). The Committee currently has three posts financed from the support account budget

(1 D-1, 1 P-4, 1 GS (OL)). **Pending consideration by the General Assembly of the forthcoming comprehensive report on procurement governance, the Committee does not recommend approval of the P-5 post. The Committee recommends acceptance of the P-3 post in the meantime.**

(ii) Office of Programme Planning, Budget and Accounts

120. The resources of $18,834,700 proposed for the Office, an increase of $2,862,700 over the resources approved for 2007/08, include a request for 17 additional support account posts (3 P-4, 5 P-3 and 9 GS (OL)), resulting in a total of 98 proposed support account posts (51 Professional and 47 General Service).

Posts

Accounts Division

121. Three P-4 and one P-3 Finance Officers, and three General Service (Other level) Finance Assistant posts are requested for the Peacekeeping Accounts Section (see A/62/783, paras. 367-370). Those posts are requested for conversion from positions provided and funded under general temporary assistance in 2007/08. **The Advisory Committee does not recommend approval of the requested conversion of the seven posts (1 P-4, 1P-3, 3 GS (OL)); the functions should continue to be funded under general temporary assistance for 2008/09. Information should be provided on the modernization of work processes and procedures of the Division in the next budget submission. The conditions identified concerning the need for modernization remain relevant (see A/61/937, para. 136).**

122. Three Finance Assistant (General Service (Other level)) posts are requested for the Payroll Section (see A/62/783, paras. 371-375). Two of the three posts requested are proposed for conversion from positions funded from general temporary assistance for 2007/08, in view of the increased workload of the Section. **The Advisory Committee recommends approval of two General Service (Other level) Finance Assistant posts, of the three proposed.**

123. One Finance Officer (P-3) post and one Finance Assistant (GS (OL)) post are requested for the Health and Life Insurance Section (see A/62/783, paras. 376-379), to avoid processing delays and ensure maintenance of the quality of service and controls. **The Advisory Committee considers that the requirements would more appropriately be met through General Service staff. Accordingly, it does not recommend approval of the Finance Officer post at the P-3 level. The Committee recommends acceptance of the General Service (Other level) Finance Assistant post to strengthen the capacity of the Section. It also recommends that the Secretary-General report on the efficiency of related work processes in the context of the next budget submission.**

124. One Finance Officer (P-3) post is requested for the Risk Management and Compensation Claims Unit (see A/62/783, paras. 380-382). **For the reasons given by the Secretary-General, the Advisory Committee recommends acceptance of the P-3 Finance Officer post proposed.**

125. One Finance Officer (P-3) post is requested for the Contributions Service (see A/62/783, paras. 383-384). **In view of the increase in the workload of the Service, the Advisory Committee recommends acceptance of the Finance Officer post at the P-3 level proposed for the Contributions Service.**

126. One Investment Assistant (GS (OL)) post is requested to provide additional capacity in the Investment Accounting Unit (see A/62/783, paras. 385-387). **The Advisory Committee recommends acceptance of the post.**

Treasury Division

127. The following staffing changes are proposed in the Treasury Division (A/62/783, paras. 388-397):

- Two additional support account posts are requested for a Finance Officer at the P-3 level in Treasury and a General Service (Other level) Treasury Assistant in the Investment Section
- Two reclassifications are proposed for a Finance Officer post (from P-4 to P-5) in Treasury and for a Treasury Assistant post (General Service, from grade 6 to grade 7) in the Cashier's Section

The Advisory Committee is not convinced by the reasons provided for an additional Finance Officer post at the P-3 level or by those given for the reclassification of the Finance Officer post from P-4 to P-5. The Committee recommends against those two proposals. The Committee, however, recommends acceptance of the General Service (Other level) post requested for a Treasury Assistant in the Investment Section and of the reclassification of the Treasury Assistant post to the General Service (Principal level) proposed in the Cashier's Section.

Non-post resources

128. The proposed non-post resources of $5,421,800 for the Office of Programme Planning, Budgets and Accounts reflect an increase of $659,600 (13.9 per cent) compared with resources approved for 2007/08. The Committee notes that the increase in the resources is mainly due to additional requirements under consultants, offset in part by reduced requirements under general temporary assistance. The Committee notes that the resources of $2,625,000 for consultants include a provision ($1,280,000) for undertaking preparatory work in the context of IPSAS relating to fixed assets and inventory, determination of opening balances, validation of procedures and preparation of documentation; as well as a provision ($1 million) for training (awareness and conceptual training) of staff in field missions. The Committee was informed that that amount constitutes the support account's share of the funds allocated for 2008/09 for the preparations towards IPSAS. **The Advisory Committee recommends approval of the resources proposed for consultants. The Committee will make observations and recommendations when it considers the Secretary-General's first progress report on the adoption of IPSAS by the United Nations (A/62/806).**

129. The resources of $1,992,900 requested for general temporary assistance reflect a decrease of $700,000 compared with the resources approved for 2007/08. The requirements are described in paragraphs 400 to 417 of the report (A/62/783). A total of seven positions are requested for the Financial Information Operations Service (3 P-4, 1 P-3, 2 P-2, 1 GS (OL)); four Budget and Finance Officer positions at the P-3 level for the Peacekeeping Financing Division; and four positions (2 P-4, 2 P-3) for the Accounts Division. **Pending consideration of the Secretary-General's report on communications and information technology (A/62/793 and**

Corr.1), the Advisory Committee recommends the continuation for 2008/09 of the funding of the current general temporary assistance positions for the Financial Information Operations Service (2 P-4, 2 P-2, 1 GS (OL)); it does not recommend approval of the new positions proposed for a Systems Analyst at the P-4 level and a Technical Support Specialist at the P-3 level. The Committee recommends acceptance of the continuation of the general temporary assistance resources requested for the Accounts Division related to the IPSAS project team.

130. **Concerning the general temporary assistance resources requested for the Peacekeeping Financing Division, the Advisory Committee recalls its observations on the budget process (see A/62/781, paras. 14-15 and para. 102 above). The Committee therefore recommends the continuation of two P-3 positions, of the four requested, for the Peacekeeping Financing Division.**

(iii) Office of Human Resources Management

131. The resources of $7,347,800 proposed for the Office of Human Resources Management reflect an increase of $749,700 over the resources approved for 2007/08. The increase is due mainly to the increase in the standard salary costs and the provision for the six new posts proposed.

Posts

Medical Services Division

132. Two additional General Service (Other level) posts for an Administrative Clerk and an Administrative Assistant are proposed for the Medical Services Division (see A/62/783, paras. 444-447). The Administrative Clerk function is proposed for conversion from general temporary assistance funding, in view of the continuing nature of the requirements; the other post is a new request. **For the reasons provided in the Secretary-General's report, the Advisory Committee recommends approval of the two General Service posts requested for the Medical Services Division.**

Policy and Strategic Planning Division

133. A post at the P-3 level requested for a Legal Officer, Policy Support Section (see A/62/783, paras. 448-454). The functions of the new post requested are currently provided through general temporary assistance proposed for conversion. **The Advisory Committee is not convinced of the need for that post or for the continued function under general temporary assistance.**

134. A P-3 post is requested for a Human Resources Officer, Planning Section (see A/62/783, paras. 455-459) to increase capacity for the monitoring of delegation of authority and follow-up support. **The Advisory Committee is of the opinion that the internal arrangements of the Office of Human Resources Management to monitor the delegation of authority are not sufficiently developed to justify the addition of another junior-level post. It therefore recommends that the post not be approved.**

Recruitment and Staffing Division

135. A post at the P-4 level is requested for a Human Resources Officer, Outreach and Strategic Staffing Section, to participate in the development and implementation of outreach strategies and planning exercises (see A/62/783, paras. 460-461). **The Advisory Committee does not recommend approval of the post; the functions should be carried out from within existing capacity. The Committee intends to revert to the overall approach to recruitment and staffing in the context of its review of human resources management reports for the General Assembly at its sixty-third session.**

136. A General Service (Other level) post for a Human Resources Assistant, Roster Development and Management Section, is requested (see A/62/783, paras. 462-467). The functions of that post are currently performed through general temporary assistance funding, proposed for conversion in support of continuing recruitment campaigns for military, civilian police and civilian personnel. **The Advisory Committee recommends that the position be maintained under general temporary assistance for 2008/09; it is further of the opinion that the tasks should be time-limited (see para. 135 above).**

Non-post resources

137. General temporary assistance resources of $505,200 are proposed for 2008/09. The Committee notes that this would provide for a general temporary assistance position at the General Service (Other level) for six months to address increased requirements relating to the help desk and the continuation of a Legal Officer position (12 months) at the P-4 level in the Policy and Strategic Planning Division; the continuation of two positions (1 P-4, 1 GS (OL)) for 2007/08 for the Recruitment and Staffing Division; and the request for a General Service (Other level) position for the Learning and Development Division to support in the HIV/AIDS training sessions at Headquarters (see A/62/783, paras. 470-480). **The Advisory Committee recommends acceptance of the resources requested for general temporary assistance for the Office of Human Resources Management. For the future, the continuing need for the P-4 Legal Officer shall be evaluated in the context of resource requirements related to the function of the system of administration of justice. The Committee recommends that the functions of the training assistant be accommodated from within existing capacity.**

138. The resources of $629,100 for consultants reflect an increase of $110,200 over the resources approved for 2007/08 (see A/62/783, paras. 481-485). **The Advisory Committee trusts that the continued implementation and refinement of the learning, talent management and document management systems will not duplicate what is being undertaken in the context of enterprise resource management. The Committee recommends against the resources requested in relation to the HIV/AIDS training programmes; the functions should be accommodated from within existing capacity in the Secretariat.**

139. The proposed resources for travel of $611,800 reflect an increase of $244,900, or 66.7 per cent, over the resources approved for 2007/08. The breakdown is provided in paragraphs 487 to 490 of the report (A/62/783). **The Advisory Committee is of the opinion that the increase proposed in the resources for travel is excessive. In the light of its recommendations on posts and general**

temporary assistance, the Committee recommends that the resources for travel be reduced to $500,000 (see also A/62/781, para. 50).

(iv) Office of Central Support Services

140. The resources of $16,425,800 proposed for the Office of Central Support Services reflect an increase of $1,710,400 over the resources approved for 2007/08. Most of the increase relates to the resources proposed for posts in view of the delayed impact of posts approved in 2007/08 and the costs associated with six new posts proposed for the Procurement Division.

141. In connection with the latter, the Advisory Committee recalls that the General Assembly will consider a comprehensive report on procurement governance covering outstanding requests made by the General Assembly in its resolutions 61/246 and 61/279 (see also the Advisory Committee's report (A/62/721)).

Posts

Procurement Division

142. The following new posts are requested for the Procurement Division:

(a) A post at the P-5 level for a Chief of Section, in order to establish a communications and information technology procurement section, which would strengthen the capacity of the Division to manage procurement of complex and technologically sophisticated requirements, which often pose higher risks to the Organization (see A/62/783, para. 494);

(b) A Procurement Officer, Field Procurement Section, at the P-4 level to further strengthen the capacity of the Peacekeeping Procurement Section in managing procurement of complex logistical support service requirements (see A/62/783, para. 495);

(c) A Procurement Officer, Peacekeeping Procurement Section, Field Supply Team at the P-3 level, in order to support a Procurement Officer at the P-4 level in the procurement of fuel products (see A/62/783, para. 496);

(d) A P-2 Associate Procurement Officer, Support Services Section, for vendor management (see A/62/783, paras. 497-498);

(e) Two General Service (Other level) Procurement Assistants, Logistics and Transportation Section to reinforce the capacity of the vehicle team and activities related to freight forwarding (see A/62/783, paras. 499-500).

The Advisory Committee recommends acceptance of three Professional posts (1 P-4, 1 P-3 and 1 P-2) of the four requested and of the two General Service (Other level) posts requested for the Procurement Division. The Committee is not convinced of the need for the P-5 post; the team is led by a staff member at the P-4 level. Information should be provided in the next budget submission on the impact of those resources on improving procurement lead times.

Non-post resources

143. The non-post resources of $5,061,600 of the Office of Central Support Services reflect an increase of $317,000 over the amount approved for 2007/08.

144. The provision for general temporary assistance of $1,450,300 (a reduction of $131,400 from the resources approved for 2007/08) is presented in paragraphs 503 to 510 of the report (A/62/783). The following resources are proposed:

(a) Five General Service (Other level) positions (12 months). Three Administrative Assistants would update the vendor database, and two Procurement Assistants would provide additional capacity in view of the workload in the Procurement Division;

(b) Five Support and Maintenance Officers at the P-3 level and two Assistant positions (General Service (Other level)) (12 months) are proposed to be continued in the Information and Technology Services Division;

(c) One Associate Information Management Officer position (12 months) at the P-2 level is proposed for the Archives and Records Management Section;

(d) One Mail Assistant position (12 months) (General Service (Other level)) is proposed for the Facilities Management Service (A/62/783, paras. 502-509).

In line with its observations in paragraph 48 above, the Advisory Committee recommends acceptance of three General Service positions of the five requested for the Procurement Division. The Committee recommends the continuation of general temporary assistance funding for five positions in the Information Technology Services Division. The Committee does not recommend approval of the P-2 position requested for the Archives and Records Management Section and the General Service (Other level) position requested for the Facilities and Management Service; the functions should be accommodated from within existing capacity.

145. The resources of $968,400 proposed for travel reflect an increase of $457,600, or 89.6 per cent, over the resources approved for 2007/08. Details are provided in the table in paragraph 512 of the Secretary-General's report (A/62/783). The Advisory Committee notes that the increase is due mainly to the fact that the full travel requirements relating to procurement functions are budgeted under the Procurement Division, as the transfer of the functions to the Department of Field Support was not supported in the context of the 2007/08 strengthening proposals. The Committee also notes that a significant element of the increase in travel relates to business seminars to identify qualified vendors from developing countries and countries with economies in transition, staff training, and bidder conferences and contract negotiations away from Headquarters. On the basis of past experience, the Committee recommends that the resources for travel be reduced to $850,000.

146. The resources of $600,000 proposed for consultants reflect an increase of $84,500, or 16.4 per cent, over the resources approved for 2007/08. **The Advisory Committee recommends that the provision for consultants be reduced to $300,000, as some of the functions proposed should be discharged by in-house capacity.**

Centrally administered costs in the Department of Management

147. The centrally administered costs in the Department of Management include the facilities and infrastructure resources of $26,436,800, which provide for the rental of premises and alterations and improvements of facilities for all the support account posts. The Advisory Committee notes that the variance of $8,012,900 over

the resources approved for 2007/08 reflects the increase in the standard costs for the rental of office space for all support account staff. **The Committee notes that the resources for facilities and infrastructure are to be adjusted on the basis of the recommendations on posts (see para. 53 above).**

148. The Advisory Committee also notes the provision of $11,348,700 for other supplies, services and equipment, reflecting an increase of $9,769,800 over the resources approved for 2007/08. This is due mainly to the peacekeeping share of the administration of justice system ($3,843,900) and for the estimated share of the peacekeeping support account of the costs of after-service health insurance in respect of peacekeeping retirees ($6,000,000).

(d) Office of Internal Oversight Services

Posts

149. The Advisory Committee recalls that, in its resolution 61/279, the General Assembly approved 94 posts for the Office of Internal Oversight Services, including 8 new posts and 88 conversions to posts of positions that had been provisionally approved as general temporary assistance for 2006/07, pending the completion of the review of the Office and submission of the Secretary-General's reports on governance and oversight. In addition, the Assembly approved 63 general temporary assistance positions for the Investigations Division, pending the results of the examination and rationalization of the investigation caseload and the overall review of the capacity of the Investigations Division within the Office of Internal Oversight Services.

150. The support account resources of $27,946,500 proposed for 2008/09 reflect an increase of $5,009,500, or 21.8 per cent, compared with the resources approved for 2007/08. Salient increases include additional requirements of $8,120,900 under posts, owing mainly to the proposal to convert and reclassify 61 general temporary assistance posts in the Investigations Division (it is proposed that of the current 63 positions, 2 be eliminated); additional requirements under official travel of $1,067,300 in view of the envisaged travel of the investigators from the proposed regional hubs to peacekeeping missions; and additional requirements of $2,222,700 under other supplies, services and equipment resulting from the inclusion of the support account share of the requirements of the Procurement Task Force until 31 December 2008. Those increases are offset in part by reduced requirements of $7,123,900 under general temporary assistance owing to the proposed conversion of the Investigator positions to posts.

151. The Advisory Committee notes that the Independent Audit Advisory Committee (IAAC), in accordance with paragraph 2 (d) of the terms of reference contained in the annex attached to General Assembly resolution 61/275, has submitted a report on its review of the budget proposal of the Office of Internal Oversight Services for the period from 1 July 2008 to 30 June 2009 (see A/62/814 and Add.1). The Committee points out that, in view of the timing and the need to coordinate schedules with IAAC, it was unable to exchange views with IAAC on the matter. In accordance with its terms of reference, IAAC reports to the General Assembly through the Advisory Committee. The Advisory Committee intends, in future, to provide time in its schedule for that interaction.

Posts

152. The Advisory Committee notes that the proposed resources for posts of $20,135,900 provide for a total of 174 support account posts for 2008/09 (94 continuing posts, 61 continuing general temporary assistance positions proposed for conversion to posts, 15 posts transferred from the budgets of peacekeeping missions and 4 proposed new posts).

153. Upon enquiry, the Advisory Committee was informed that, as at 30 April 2008, 34 posts were vacant of a total of 94 approved posts. The vacancies included 12 posts in the Investigations Division, 1 post in the Inspection and Evaluation Division and 21 in the Internal Audit Division. The Committee has made comments in that regard in its general report (see A/62/781, para. 23).

Inspection and Evaluation Division

154. Four new posts (1 P-5, 1 P-4, 1 P-3 and 1 GS (OL)) are proposed for the Inspection and Evaluation Division in order to increase the capacity of the Office of Internal Oversight Services to undertake inspections, which currently consists of one Programme Officer at the P-4 level (see A/62/783, paras. 552-560). **The Advisory Committee is of the view that a discussion of the balance of the resource requirements in the different functions in the Office of Internal Oversight Services is required; the Committee does not recommend approval of those posts at this time.**

Internal Audit Division and pool of Resident Auditors

155. The staffing changes in the Internal Audit Division and pool of Resident Auditors are as follows:

(a) Fifteen posts currently included in the budgets of MINURCAT (1 P-4, 1 P-3, 1 Field Service) and UNAMID (1 P-5, 5 P-4, 4 P-3, 2 Field Service) are proposed for transfer to the support account budget (A/62/783, para. 561);

(b) One Audit Officer post at the P-4 level is rejustified for the audit coverage of the United Nations Stabilization Mission in Haiti (MINUSTAH), and one General Service (Other level) post is abolished in UNMIK (see A/62/783, para. 564);

(c) Nine national General Service Audit Assistant posts are proposed for conversion to Field Service posts in view of the difficulty of attracting qualified and suitable candidates and the requirements for access to confidential and sensitive information (see A/62/783, para. 565).

The Advisory Committee recommends acceptance of the Secretary-General's proposals for the Internal Audit Division.

Executive Office

156. The reclassification of the current General Service Budget and Finance Assistant post from the G-6 to the G-7 level is proposed in view of the functions to be performed and the certification of obligations and disbursements required. **The Advisory Committee recommends approval of the reclassification proposed.**

Investigations Division

157. The Secretary-General's report indicates that the support account staffing resources for the Investigations Division should be reviewed in the context of the restructuring of the Division, as described in the annex to the Secretary-General's report (A/62/582). The Advisory Committee recalls that the restructuring proposals were centred on organizing the investigative capacity around the two main categories of cases investigated by the Office of Internal Oversight Services (sexual exploitation and abuse cases and financial, economic and administrative cases); creating specialized teams to investigate such cases effectively and repositioning the resident investigators from peacekeeping missions into three regional hubs (New York, Vienna and Nairobi) where investigative capacity would be concentrated. The Advisory Committee made comments and recommendations on the proposed restructuring of the Investigations Division in its report (see A/62/7/Add.35, paras. 11-23).

158. The staffing requirements proposed in the support account budget for the Investigations Division include 73 posts: 29 posts in New York (9 P-4, 14 P-3 and 6 GS (OL)); 26 posts in Nairobi (1 D-1, 6 P-4, 11 P-3 and 8 national General Service) and 18 posts in Vienna (1 P-5, 4 P-4, 8 P-3, 1 GS (PL) and 4 GS (OL)). This is the result of the transfer of 12 authorized posts from the field, the conversion of 36 general temporary assistance positions in the field, the conversion of 27 general temporary positions currently in New York, Nairobi and Vienna, and the elimination of 2 positions.

159. **The Advisory Committee recalls that the General Assembly, in its resolution 62/247, endorsed the recommendations of the Advisory Committee contained in its report (see A/62/7/Add.35) requesting that a complete analysis and justification or the envisaged restructuring be provided, including the impact that the team/unit concept and the relocation of investigators from peacekeeping missions would have on staff. Pending submission of that information and analysis, as well as consideration and decision by the Assembly, the Committee does not recommend approval of the resources to put the restructuring into effect at this time. Furthermore, the Committee does not recommend the conversion to posts of the 63 Investigator positions funded under general temporary assistance because of the need to have a clear picture of the structure and requirements of the investigation function.**

Non-post resources

160. The non-post resources of $27,946,500 proposed for 2008/09 reflect an increase of $5,009,500 compared to the resources approved under the support account for 2008/09. As indicated above, most of the increase relates to the requirements for other supplies, services and equipment in view of the inclusion of a provision of $2,069,800, which constitutes the support account share for the Procurement Task Force from 1 July to 31 December 2008.

161. The resources of $3,192,500 requested for official travel reflect an increase of $1,067,300 (50.2 per cent). The resources include an amount of $1,882,000 estimated for the travel of 53 investigators from the proposed regional hubs to conduct and complete case studies. **Given the maintenance of the existing structure, as well as the high vacancy rates, the Advisory Committee**

recommends that the total resources proposed for travel for the Office of Internal Oversight Services be maintained at the current level of $2,125,200.

(e) Office of the United Nations Ombudsman

162. The support account provision of $1,315,500 proposed for the Office of the United Nations Ombudsman for the period 2008/09 reflects an increase of $963,200 over the resources approved for 2007/08. The Advisory Committee notes that most of the increase is due to the delayed impact of the continuation of the six posts approved by the General Assembly in its resolution 62/238, which are to be outposted to MONUC (1 P-5, 1 P-3 and 1 General Service (Other level)) and UNMIS (1 P-5, 1 P-3 and 1 General Service (Other level)) and to be funded under the support account budget. The requirements also provide for the continuation of two continuing posts (1 P-4 and 1 General Service (Other level)) approved until 31 December 2008 to cover functions related to addressing field staff complaint cases (see A/62/783, para. 599). Upon enquiry, the Committee was informed that six of the eight authorized posts were vacant as at 30 April 2008. **In view of the importance of the role of the Office of the Ombudsman in the system of administration of justice, the Advisory Committee recommends acceptance of the Secretary-General's proposals. The Committee considers that efforts should be made to fill the vacancies expeditiously.**

(f) Ethics Office

163. The support account budget includes a first-time provision of $948,600 for the Ethics Office for 2008/09. The Advisory Committee recalls that the staffing of the Office, which consists of six Professional and three General Service posts, is funded under the regular budget. Most of the proposed resources relate to consultants ($732,500) and general temporary assistance ($176,200). **The Committee recommends acceptance of the resources proposed for the Ethics Office.**

(g) Office of Legal Affairs

164. The provision of $2,980,300 proposed for the Office of Legal Affairs under the support account for the period 2007/08 reflects an increase of $388,400 over the resources approved for 2007/08. The increase relates mainly to the proposed addition of six posts (1 P-5, 5 P-4), offset in part by a reduction under general temporary assistance as a result of the proposed conversion of two positions (1 P-5, 1 P-4) to posts. The Office currently includes 11 posts funded from the support account (9 Professional and 2 General Service (Other level)).

165. The additional posts requested for the Office of Legal Affairs include:

(a) Two Legal Officers at the P-4 level for the Office of the Legal Counsel (see A/62/783, paras. 619-623). The Office currently has three posts funded from the support account (1 P-4, 1 P-2, 1 General Service (Other level), yet, as indicated in the Secretary-General's report, one third of the work of the Office is related to peacekeeping operations, with a steady increase during the past 12 months in the number of requests for legal assistance and advice;

(b) Four additional support account posts for a Senior Legal Officer at the P-5 level and three Legal Officers at the P-4 level for the General Legal Division (see A/62/783, paras. 624-629). The posts are requested in view of the increase in

the workload related to the procurement activities of peacekeeping missions. Two of those posts (1 P-5 and 1 P-4) are proposed for conversion from general temporary assistance funding in order to enable the recruitment of qualified attorneys to carry out the related functions.

On the basis of existing capacity and previous staffing increases in the Office of Legal Affairs and field missions, the Advisory Committee recommends acceptance of one Legal Officer (P-4) post of the two additional posts requested for the Office of the Legal Counsel. The Committee also recommends approval of the two positions proposed for conversion from general temporary assistance funding for one Senior Legal Officer post at the P-5 level and one Legal Officer post (of the three requested) at the P-4 level in the General Legal Division. The Committee expects that those resources will enable the Office to provide timely advice and to strengthen the central role of the Office of Legal Affairs as the Organization's central legal service (see A/62/7, para. III.16), including in regard to peacekeeping activities.

166. **The Advisory Committee recommends that future budget presentations for the Office of Legal Affairs be supported with workload indicators and quantitative data in order to allow for a better analysis of the requirements of the Office.**

(h) Department of Safety and Security

167. The support account resources of $3,839,700 proposed for the Department of Safety and Security for the period 2008/09 (an increase of $711,800 over the provision approved for 2007/08) include the request for two additional Training Instructor posts (Security Service). The two posts are requested in order to strengthen training capacity at the Mission Support Unit, in support of peacekeeping missions as well as the Department of Safety and Security at Headquarters, in view of the increased requirements arising in connection with the establishment of MINURCAT and UNAMID (A/62/783, paras. 650-654). The Advisory Committee notes, however, that as at 30 April 2008, 5 of the 18 support account posts authorized for 2007/08 were vacant. **The Committee considers that the vacancies should be filled before additional posts are requested. The Committee therefore recommends that the two posts not be approved. Moreover, the Committee was informed, upon enquiry, that there would be new proposals in the context of the report of the Independent Panel on Safety and Security of United Nations Personnel and Premises.**

168. The resources for travel of $768,900 reflect an increase of $305,000, or 65.7 per cent, over the amount approved for 2007/08. **On the basis of past experience, the Advisory Committee recommends that the resources for travel be reduced to $620,000.**

3. Conclusion

169. **In the present report, of the 156 additional posts proposed in the Secretary-General's report on the budget for the support account (A/62/783), the Advisory Committee has recommended approval of a total of 54 posts, and, of the 92 additional posts proposed in the Secretary-General's report on the strengthening of the Office of Military Affairs (A/62/752), the Committee has recommended a total of 29 posts.**

170. Accordingly, the Advisory Committee recommends that, with regard to the support account requirements for the 12-month period from 1 July 2008 to 30 June 2009, the General Assembly approve the staffing and non-staffing resources requested by the Secretary-General, subject to the observations and recommendations of the Committee as set out above. The Committee requests that the adjusted amount be provided to the Assembly at the time of its consideration of the Secretary-General's proposals.

171. With regard to the proposal of the Secretary-General contained in paragraph 73 of the performance report for the period from 1 July 2006 to 30 June 2007 (see A/62/766), the Advisory Committee recommends that the General Assembly:

(a) Decide not to transfer the amount of $2,014,000 included in the amount of $7,097,000 previously authorized in its resolution 61/279, representing the excess of the authorized level of the Peacekeeping Reserve Fund utilized to finance the requirements of the support account in respect of the period from 1 July 2007 to 30 June 2008;

(b) Decide to apply the total amount of $13,790,000, comprising the unencumbered balance of $5,491,600 and other income of $1,759,000 in respect of the financial period ended 30 June 2007, the support account fund balance from the periods 1996/97 to 1999/00 in the amount of $2,138,000, and the excess of the authorized level of the Peacekeeping Reserve Fund in respect of the financial period ended 30 June 2007 in the amount of $4,401,400 to the support account requirements for the period from 1 July 2006 to 30 June 2007;

(c) Decide to apply the excess of the authorized level of the Peacekeeping Reserve Fund in respect of the financial period ended 30 June 2007 in the amount of $2,014,000 to the support account requirements for the period from 1 July 2007 to 30 June 2008;

(d) To apply the amount of $469,600, representing the remaining balance of the excess of the authorized level of the Peacekeeping Reserve Fund in respect of the financial period ended 30 June 2007, to the support account requirements for the period from 1 July 2008 to 30 June 2009.

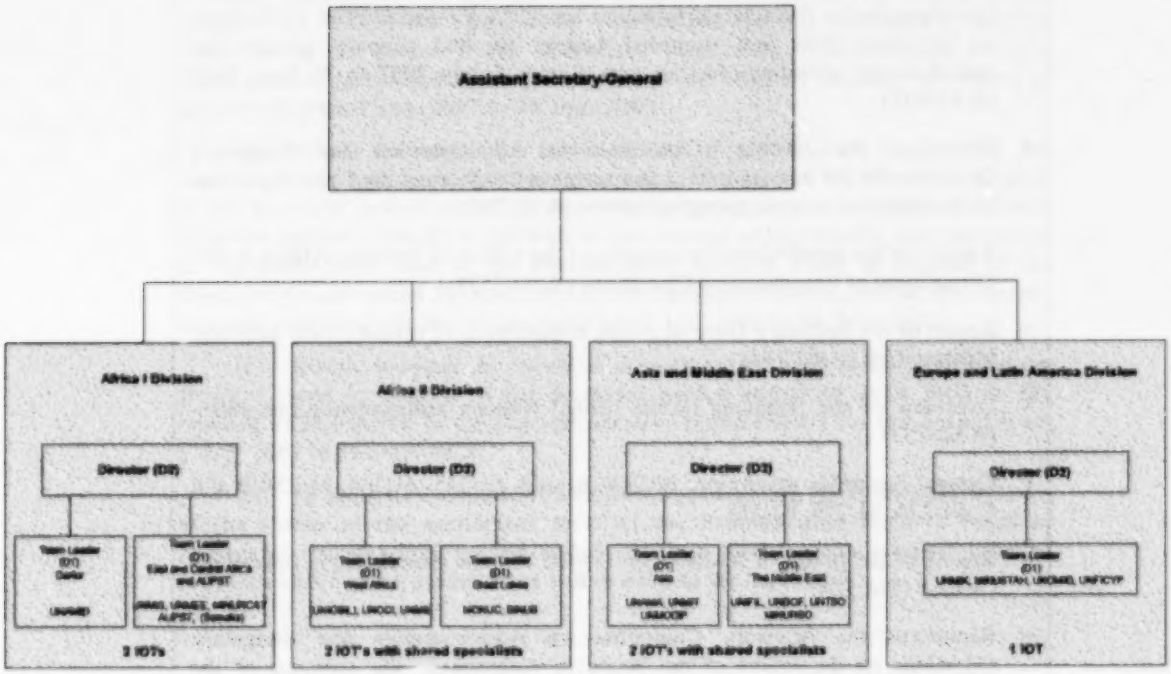
Documentation

- Budget for the support account for peacekeeping operations for the period from 1 July 2008 to 30 June 2009 (A/62/783)
- Performance report on the budget of the support account for peacekeeping operations for the period from 1 July 2006 to 30 June 2007 (A/62/766 and Add.1)
- Preliminary report on the status of implementation of General Assembly resolution 61/279 on strengthening the capacity of the United Nations to manage and sustain peacekeeping operations (A/62/741)
- Report of the Advisory Committee on Administrative and Budgetary Questions on the financial performance report for the period from 1 July 2005 to 30 June 2006 and proposed budget for the support account for peacekeeping operations for the period from 1 July 2007 to 30 June 2008 (A/61/937)
- Report of the Advisory Committee on Administrative and Budgetary Questions on the administrative and budgetary aspects of the financing of the United Nations peacekeeping operations (A/62/781)
- Report on the comprehensive analysis of the Office of Military Affairs in the Department of Peacekeeping Operations (A/62/752)
- Report of the Secretary-General on the comprehensive review of the Strategic Military Cell (A/62/744)
- Overview of the financing of the United Nations peacekeeping operations (A/62/727)
- General Assembly resolutions 60/268, 61/244, 61/245, 61/246, 61/250 B and C, 61/276, 61/279, 62/238
- Report of the Board of Auditors on United Nations peacekeeping operations (A/62/5 (Vol. II))
- Report of the Advisory Committee on Administrative and Budgetary Questions on the report of the Board of Auditors on the accounts of the United Nations peacekeeping operations for the financial period ended 30 June 2007 (A/62/823)
- Report of the Independent Audit Advisory Committee on the budget for the Office of Internal Oversight Services under the support account for peacekeeping operations for the period from 1 July 2008 to 30 June 2009 (A/62/814 and Add.1)

Annex I

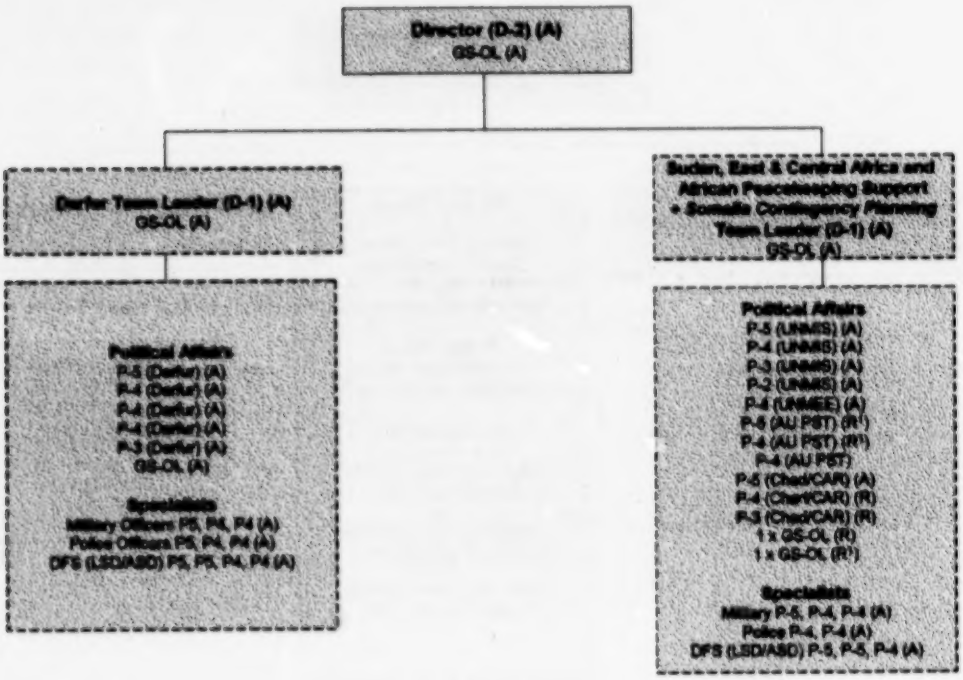
Organization chart

A. Department of Peacekeeping Operations, Office of Operations (as at 1 July 2008) (proposed)



Abbreviations: AUPST, African Union peace support team; BINUB, United Nations Integrated Office in Burundi; MINURCAT, United Nations Mission in the Central African Republic; MINURSO, United Nations Mission for the Referendum in Western Sahara; MINUSTAH, United Nations Stabilization Mission in Haiti; MONUC, United Nations Organization Mission in the Democratic Republic of the Congo; UNAMA, United Nations Assistance Mission in Afghanistan; UNAMID, United Nations Assistance Mission for Iraq; UNDOF, United Nations Disengagement Observer Force; UNFICYP, United Nations Peacekeeping Force in Cyprus; UNIFIL, United Nations Interim Force in Lebanon; UNIOSIL, United Nations Integrated Office in Sierra Leone; UNMIK, United Nations Interim Administration Mission in Kosovo; UNMIL, United Nations Mission in Liberia; UNMIS, United Nations Mission in the Sudan; UNMIT, United Nations Integrated Mission in Timor-Leste; UNMOGIP, United Nations Military Observer Group in India and Pakistan; UNOCI, United Nations Operation in Côte d'Ivoire; UNMEE, United Nations Mission in Ethiopia and Eritrea; UNOMIG, United Nations Observer Mission in Georgia; UNTSO, United Nations Truce Supervision Organization.

B. Africa I Division (as at 1 July 2008)



Note: Functional relationships only. Specialists are in parent units approved staffing.

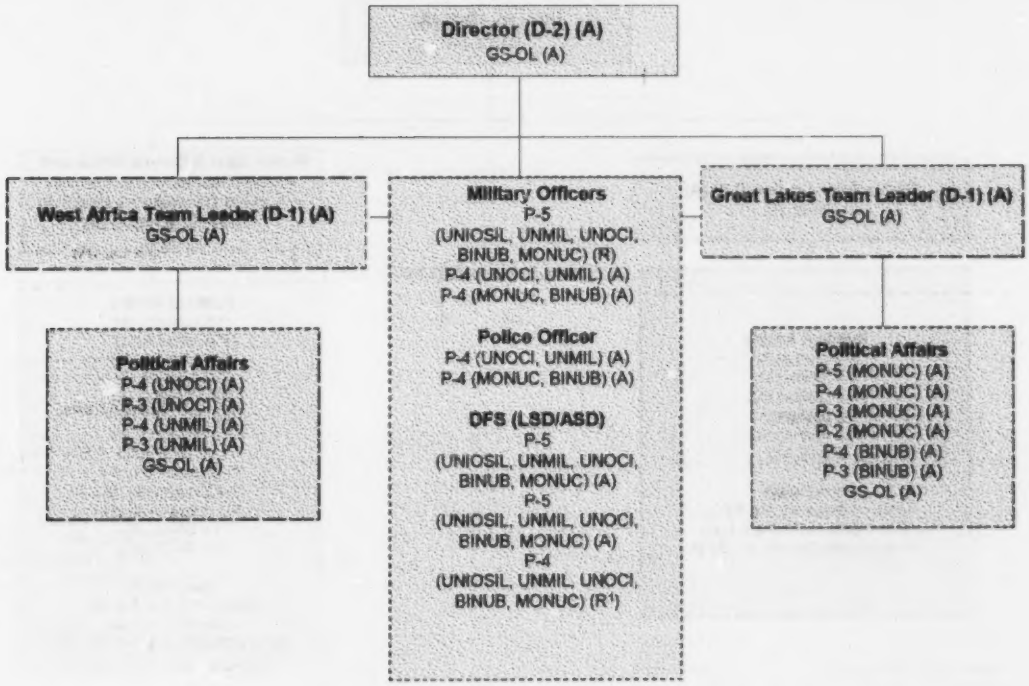
Abbreviations: AUPST, African Union peace support team; DFS, Department of Field Support; GS (OL), General Service (Other level); LSD/ASD, Logistics Support Division/Administrative Support Division.

[A] Approved post.

[R] Requested post.

[RI] General temporary assistance request.

C. Africa II Division (as at 1 July 2008) (proposed)



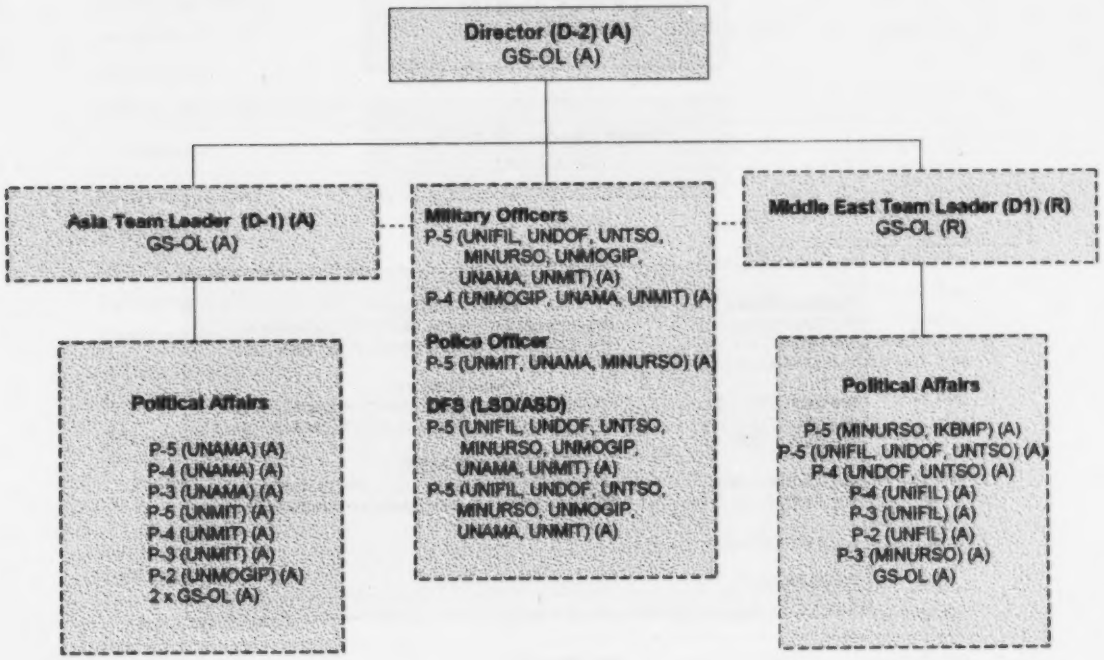
Note: Functional relationships only. Specialists are in parent units approved staffing.

[A] Approved post.

[R] Requested post.

[R1] General temporary assistance request.

D. Asia and Middle East Division (as at 1 July 2008) (proposed)

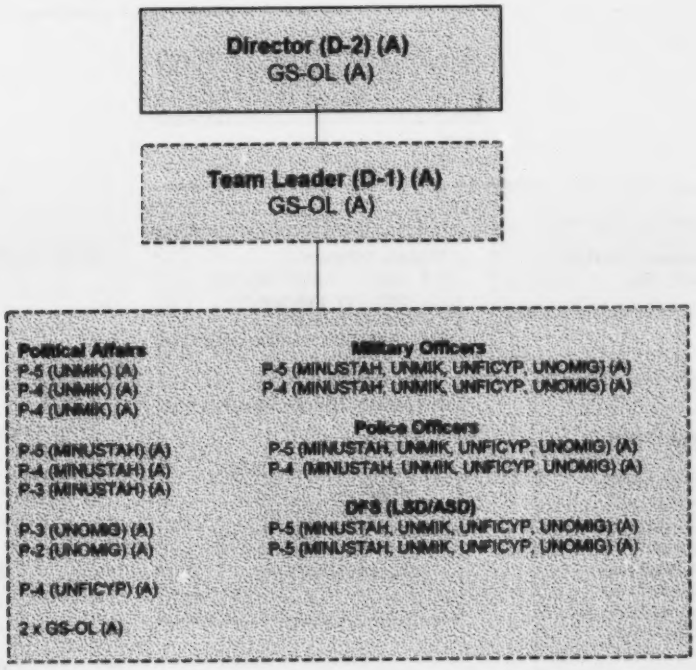


Note: Functional relationships only. Specialists are in parent units approved staffing.

[A] Approved post.

[R] Requested post.

E. Europe and Latin America Division (as at 1 July 2008) (proposed)



Note: Functional relationships only. Specialists are in parent units approved staffing.

[A] Approved post.

Annex II

Current expenditures of the support account for the period from 1 July 2007 to 30 June 2008 (as at 30 April 2008)

(United States dollars)

		1 July 2007 to 30 April 2008	
	Apportionment (1)	*Total expenditure (2)*	*Unencumbered balance (3) = (1) - (2)*
Civilian personnel			
International staff	151 925 200	114 038 284	37 886 916
National staff	—	—	—
General temporary assistance	17 749 500	12 698 673	5 050 827
Subtotal	**169 674 700**	**126 736 957**	**42 937 743**
Operational costs			
Consultants	4 710 700	1 324 599	3 386 101
Official travel	11 189 300	8 981 209	2 208 091
Facilities and infrastructure	20 860 800	18 924 991	1 935 809
Communications	1 989 000	1 664 624	324 376
Information technology	18 960 000	7 271 762	11 688 238
Medical	310 800	156 752	154 048
Other supplies, services and equipment	2 814 600	1 263 615	1 550 985
Subtotal	**60 835 200**	**39 587 552**	**21 247 648**
Gross requirements	**230 509 900**	**166 324 509**	**64 185 391**
Staff assessment income	—	—	—
Net requirements	**230 509 900**	**166 324 509**	**64 185 391**
Total requirements	**230 509 900**	**166 324 509**	**64 185 391**

Annex III

Total proposed financial resources for the support account for the period from 1 July 2008 to 30 June 2009[a]

(Thousands of United States dollars)

Category	*Expenditures (2006/07) (1)*	*Apportionment (2007/08) (2)*	*Cost estimates (2008/09) (3)*	*Variance*	
				Amount (4) = (3) - (2)	*Percentage (5) = (4) ÷ (2)*
I. Post resources	113 072.5	151 925.2	191 277.8	39 352.6	25.9
II. Non-post resources					
General temporary assistance	23 309.6	17 749.5	11 924.5	(5 825.0)	(32.8)
Consultants	3 827.0	4 710.7	7 282.8	2 572.1	54.6
Official travel	9 742.4	11 189.3	15 025.3	3 836.0	34.3
Facilities and infrastructure	13 875.7	20 860.8	29 476.7	8 615.9	41.3
Communications	1 706.1	1 989.0	3 508.7	1 519.7	76.4
Information technology	9 578.1	18 960.0	20 431.6	1 471.6	7.8
Medical	511.1	310.8	116.1	(194.7)	(62.6)
Other supplies, services and equipment	2 073.9	2 814.6	15 007.8	12 193.2	433.2
Subtotal, category II	**64 623.9**	**78 584.7**	**102 773.5**	**24 188.8**	**30.8**
Total	**177 696.4**	**230 509.9**	**294 051.3**	**63 541.4**	**27.6**
Staff assessment income	18 239.5	21 277.6	26 997.3	5 719.7	26.9
Net requirements	**159 456.9**	**209 232.3**	**267 054.0**	**57 821.7**	**27.6**

[a] Includes resources in the Secretary-General's reports A/62/783 and A/62/752.

Annex IV

Information on seconded military and police officers in the Department of Peacekeeping Operations and the Department of Field Support

Background

1. Given the role of the Department of Peacekeeping Operations in the direction and management of military and police components in field missions, the need for military and police expertise in the Department has long been accepted. In the mid-1990s, the civilian staffing of the Department was complemented by approximately 130 "gratis officers" provided by Member States. Concerns, in particular, regarding the geographic diversity of such officers, led to that system being phased out after 1997 (see General Assembly resolution 51/243).

2. Notwithstanding that decision, an understanding of the requirement for military and police expertise in the Department still existed. As such, in the proposals for the peacekeeping support account for 1998/99, in which 106 positions were requested to replace gratis officers, it was indicated that 36 of those would be for active-service military or police officers (see A/52/837, para. 20). The principle of the use of active military and police was subsequently approved by the General Assembly in its resolution 52/248, paragraph 17.

Recruitment procedures

3. Vacancy announcements for posts requiring active military or police service are distributed by the Office of Human Resources Management to Member States, which are requested to submit applications. Vacancies are circulated for 90 days, compared with 60 days for civilian posts. The positions are not posted on Galaxy, and individuals cannot apply. Only applications submitted to the Office of Human Resources Management through permanent missions are accepted.

4. In the selection process, the recommendations of the head of department are sent to the appropriate central review body for approval prior to a selection being made. This is consistent with the procedure for regular civilian positions.

Service conditions

5. Selected officers receive an initial two-year appointment. On recommendation from the Military Adviser, and with the approval of the permanent mission concerned, this may be extended for additional periods, up to a maximum of four years' service. This limitation was put in place by the Department of Peacekeeping Operations to ensure the continued availability of current military and police experience, which is achieved through the regular rotation of officers.

6. Prior to officers being appointed, Member States confirm that they will protect all the pension and remuneration rights of the officers concerned and that the latter retain the right to return to the service of their Government following their appointment with the United Nations. Officers serving at United Nations Headquarters receive the same entitlements and benefits as would civilian staff at the same grade level who receive a contract of the same length.

7. In respect of contracts given under general temporary assistance funding, seconded officers would again receive the same benefits and entitlements as civilian hires. Most general temporary assistance positions are for short-term functions, and, as such, staff would be hired under contracts of up to 12 months. There are some entitlements that do not accrue to those with contracts of less than 12 months, such as the right to home leave or to have dependants placed at the duty station. Therefore, those recruited on short-term contracts, whether civilian or seconded military or police, would not have those entitlements. Short-term positions of less than 12 months do not require advertisement through Galaxy, or, in the case of military officers, circulation to Member States for 90 days, as would be the case with longer-term recruitment against established posts for seconded officers.